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STATE BOARD OF NURSING NEWSLETTER

The Official Publication of the Missouri State Board of Nursing with a quarterly circulation of approximately 98,000 to all RNS and LPNs.

Volume 1 No. 1 — February, March, April, 1999

The *Missouri State Board of Nursing Newsletter* to be Published by the Arthur Davis Publishing Company, Inc.

Announcement from Executive Director

This issue of the Missouri State Board of Nursing heralds the beginning of an exciting new level of communications with the licensed nurses who hold a current Missouri nursing license. The Missouri State Board of Nursing (MSBN) is pleased to announce that a contract has been signed with the Arthur Davis Publishing Company to become the publisher of the MSBN quarterly Newsletter. The new arrangement has made it possible to reach all the Missouri licensed nurses and student nurses who are enrolled in nursing programs approved by the MSBN. Due to the high cost of mailing a newsletter to over 98,000 licensed nurses in the past, the MSBN Newsletter had only been mailed to a small number of nurses and agencies in the state. The change is made possible because the costs of printing, handling and mailing are covered with the solicitation of advertising through our new publisher.

Beginning with this publication, the circulation of the Newsletter will extend to over 98,000 individuals. The Board of Nursing views the change as an extraordinary opportunity to reach the nurses of Missouri to share information on practice, legislation, and workplace issues, continuing education programming and nursing news. Board staff will have the opportunity to share news in four areas the Board is responsible for: approval of basic nursing educational programs, licensure of nurses who graduate or request endorsement to the state, investigation and discipline processes, and practice guidelines based on the Nursing Practice Act or Position Statements. In addition to the already mentioned topics, the Board plans to publish sections of the Nursing Practice Act in the Newsletter, to educate nurses and students on the legal authority to practice nursing that is the result of the act.

The Board of Nursing welcomes you to participate in this new venture. Please share with Board staff and members what information you find helpful and what topics you desire to see in the Newsletter. You can contact the Board office in three manners: By mail at Missouri State Board of Nursing, Box 656, Jefferson City, MO 65102-0656, or by e-mail at nursing@mail.state.mo.us. or by Fax at 573-751-0075.

MISSION OF THE MISSOURI STATE BOARD OF NURSING

The Mission of the Missouri State Board of Nursing is to ensure safe and effective nursing care in the interest of public protection.

MESSAGE FROM THE PRESIDENT



Cordelia Esry, PhD, RN
President, Missouri State Board of Nursing

Welcome to the new format of the Missouri State Board of Nursing's Quarterly Newsletter. In the past the Newsletter was mailed only to individuals who requested to be placed on the mailing list. The basis of that routine was financial. Mailing the newsletter to the over 98,000 current licensees in the State of Missouri would consume the resources of the Board during a time of demand to reduce expenditures. The Board directed the Executive Director to evaluate methods to determine how Missouri nurses could receive on-going communication and updates of importance in a cost-effective manner, and the document you hold in your hand is the end result of that evaluation.

The Missouri State Board of Nursing has contracted with the Arthur L. Davis Publishing Agency, Inc. to produce a newsletter that can be mailed to nurses who have a current Missouri nursing license. The costs of the publication are funded by the advertising revenues that Davis Publishing obtains from the newsletter. Agencies and companies interested in advertising in upcoming issues should see page 2 for information on advertising costs or call 1-800-626-4081.

The collaborative effort between the Board and Davis Publishing, is an example of activity that health care providers are being asked to participate in today. Nurses have been collaborating in health care since the beginning of modern medicine and nursing. Research has shown time and time again that when health care providers collaborate, there are better patient outcomes and improved relationships among the providers. Better decisions are reached regarding patient care when nurses are involved collaboratively in the decision-making processes.

In 1999, the Board of Nursing will attempt to involve nurses in decision-making related to key challenges that need your input. One challenge is to evaluate what are the best methods to determine on-going competence of nurses. The Missouri legislators have granted the authority to the Board to determine if a nurse is competent to practice nursing. Currently, competence is evaluated when a nurse passes the licensing exam. In Missouri, there is no further evaluation of competence, unless a complaint is received against your license. Board members and staff will be visiting nurses and nurse leaders throughout the state in 1999 to consult on the topic of competence.

A second area of concern is unlicensed assistive personnel and their role in the delivery of nursing care. Delegation is an activity that nurses participate in on a daily basis, but are nurses prepared to delegate nursing tasks in a safe and effective manner? The Practice section of the Board is inundated with thousands of calls annually from licensees or employers asking for advice on the topic of delegation. The Board must provide

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The Honorable Mel Carnahan

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Missouri State Board of Nursing Receives New Board Members



Janet Anderson

Janet Anderson, RN of Chillicothe was appointed as a Board member to the Missouri State Board of Nursing, by Governor Mel Carnahan on September 4, 1998. Ms. Anderson received an Associates Degree in Nursing from North Central Missouri College, in 1986, from Trenton MO. She also received a BS in Biology in 1975, from Missouri Western State College, St. Joseph, MO.

Ms. Anderson serves as the Clinical Supervisor at the Hedrick Home Care Services in Chillicothe, MO. She is an active member of the Missouri Hospice Organization and the Missouri Alliance for Home Care and was a former member of the Chillicothe Wellness Committee and the Missouri State Teachers Organization. Ms. Anderson has 2 children.



Arthur Bante

Arthur A. Bante, RN, BSA, CRNA of Jefferson City was appointed as a Board member to the Missouri State Board of Nursing, by Governor Mel Carnahan on December 3, 1998. Mr. Bante received a BS in Anesthesia from the George Washington University in 1978, a Diploma Degree in Nursing in 1975 from DePaul Hospital School of Nursing, and a BS in Political Science in 1971 from University of Missouri.

Mr. Bante serves as a CRNA working full-time with on-call responsibilities to provide 24-hour anesthesia coverage for the Jefferson City area. He is an active member of the American Association of Nurse Anesthetists. Mr. Anderson is married to Valerie and they have three children.

MESSAGE FROM THE PRESIDENT

(Continued from page 1)

guidance and education on this important topic. Input from nurses in the real world is needed before that guidance can be given.

Finally, the board faces the challenge of the increasing number of complaints received alleging violations of the Nursing Practice Act. In fiscal year 1998, complaints increased by 34% over fiscal year 1997. More of the financial resources of the Board are being consumed by investigative costs. Because license fees are the only funding source for the business of the Board of Nursing, staff and Board members are prudent and fiscally conservative when it comes to spending the appropriation authorized by the Missouri legislators. As investigative costs increase, Board staff will continue to investigate alternative methods that provide due process for the licensee, and protect the public from unsafe practitioners. Again, your input is needed in the process.

In the upcoming months, I will continue to communicate to you the plans of the Board to respond and react to the above challenges. There is enough room for all Missouri nurses at the decision-making table in regard to the above mentioned challenges. Decision-making is best served when there is a balance of power at the bedside or the clinic room or the rural clinic. The Board believes that the opportunity to communicate with all active licensees on a quarterly basis will assist in that process.

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The Nursing Newsletter is published quarterly by the Missouri State Board of Nursing. The providers are responsible for offering quality programs under the criteria as established by the Board. Complaints regarding continuing education programs may be reported directly to the Missouri State Board of Nursing. For information on these educational offerings, contact the sponsor, not the Board.

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1999 Legislative Session

The 90th General Assembly of the Missouri Legislature convened on January 6, 1999 at the Capitol Building in Jefferson City, Missouri. The Missouri State Board of Nursing has one legislative proposal for consideration in 1999. The text of the statutory change follows. Representatives Joan M. Barry (District 100) and Daniel J. Hegeman (District 5) have agreed to co-sponsor the proposal.

The rationale for the proposal is to update the terminology of the Nursing Practice Act, maintaining consistency with national trends related to educational methods, and to clarify the licensure application process in Missouri. If you have questions or concerns about the proposal please contact Marcia K. Flesner, Executive Director or Calvina Thomas, Assistant Director for Education and Licensure by calling 573-751-0681 and asking to speak to them.

1999 Legislative Proposal: Education

335.016. Definitions.—As used in sections 335.011 to 335.096, unless the context clearly requires otherwise, the following words and terms mean:

(1) [Accredited," recognized by the board as meeting or maintaining state board of nursing standards for the educational preparation of professional or practical nurses;] **"Accredited," the official authorization or status granted by an agency for a program through a voluntary process;**

(2) "Advanced practice nurse," a nurse who has had education beyond the basic nursing education and is certified by a nationally recognized professional organization as having a nursing specialty, or who meets criteria for advanced practice nurses established by the board of nursing. The board of nursing may promulgate rules specifying which professional nursing organization certifications are to be recognized as advanced practice nurses, and may set standards for education, training and experience required for those without such specialty certification to become advanced practice nurses;

(3) "Approval," official recognition of nursing education programs which meet standards established by the Board of Nursing;

[(3)] **(4)** "Board" or "state board," the state board of nursing;

[(4)] **(5)** "Executive director," a qualified registered professional nurse employed by the board as executive secretary or otherwise to administer the provisions of sections 335.011 to 335.096 under the board's direction. Such person employed as executive director shall not be a member of the board;

[(5)] **(6)** Inactive nurse," as defined by rule pursuant to section 335.061;

[(6)] **(7)** A "licensed practical nurse" or "practical nurse," a person licensed under the provisions of sections 335.011 to 335.096 to engage in the practice of practical nursing;

[(7)] **(8)** "Licensure," the issuing of a license to practice professional or practical nursing to candidates who have met the specified requirements and the recording of the names of those persons as holders of a license to practice professional or practical nursing;

[(8)] **(9)** "Practical nursing," the performance for compensation of selected acts for the promotion of

Continued to page 3



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1999 LEGISLATIVE SESSION (Continued from page 2)

health and in the care of persons who are ill, injured, or experiencing alterations in normal health processes. Such performance requires substantial specialized skill, judgment and knowledge. All such nursing care shall be given under the direction of a person licensed by a state regulatory board to prescribe medications and treatments or under the direction of a registered professional nurse;

[(9)] **[10]** "Professional nursing," the performance for compensation of any act which requires substantial specialized education, judgment and skill based on knowledge and application of principles derived from the biological, physical, social and nursing sciences, including, but not limited to:

(a) Responsibility for the teaching of health care and the prevention of illness to the patient and his family;

(b) Assessment, nursing diagnosis, nursing care, and counsel of persons who are ill, injured or experiencing alterations in normal health processes;

(c) The administration of medications and treatments as prescribed by a person licensed by a state regulatory board to prescribe medications and treatments;

(d) The coordination and assistance in the delivery of a plan of health care with all members of a health team;

(e) The teaching and supervision of other persons in the performance of any of the foregoing;

[(10)] **[11]** A "registered professional nurse" or "registered nurse," a person licensed under the provisions of sections 335.011 to 335.096 to engage in the practice of professional nursing.

(L. 1975 S.B. 108 § 2, A.L. 1993 H.B. 564, A.L. 1995 S.B. 452)

335.036. Duties of board—fees set, how—fund, source, use, funds transferred from, when—rulemaking.-1. The board shall:

(5) Designate as ["accredited"] **"approved"** such programs as meet the requirements of sections 335.011 to 335.096 and the rules and regulations enacted pursuant [hereto] **to such sections;** and the board shall annually publish a list of such programs;

(6) Deny or withdraw [accreditation] **approval** from educational programs for failure to meet prescribed minimum standards;

335.046. License, application for—qualifications for, fee—hearing on denial of license. -1. An applicant for a license to practice as a registered professional nurse shall submit to the board a written application on forms furnished to the applicant. The original application shall contain the applicant's statements showing the applicant's education and other such pertinent information as the board may require. The applicant shall be of good moral character, and have completed at least the high school course of study, or the equivalent thereof as determined by the state board of education, and have successfully completed the basic professional curriculum in an accredited **or approved** school of nursing **and earned a professional nursing degree or diploma.** Each application shall contain a statement that it is made under oath or affirmation and that its representations are true and correct to the best knowledge and belief of the person signing same, subject to the penalties of making a false affidavit or declaration. Applicants from non-English-speaking lands shall be required to submit evidence of proficiency in the English language. The applicant must be approved by the board and shall pass an examination as required by the board. The board may require by rule as a requirement for licensure that each applicant shall pass an oral or practical examination. Upon successfully passing the examination, the board may issue to the applicant a license to practice nursing as a registered professional nurse. The applicant for a license to practice registered professional nursing shall pay a license fee in such amount as set by the board. The fee shall be uniform for all applicants. **Applicants from foreign countries shall be licensed as prescribed by rule.**

2. An applicant for license to practice as a licensed practical nurse shall submit to the board a written application on forms furnished to the applicant. The original application shall contain the applicant's statements showing the applicant's education and other such pertinent information as the board may require. Such applicant shall be of good moral character, and have completed at least two years of high school, or its equivalent as established by the state board of education, and have successfully completed a basic prescribed curriculum in a state accredited **or approved** school of nursing, **earned a nursing degree, certificate or diploma** and completed a course approved by the board on the role of **the** practical nurse. Each application shall contain a statement that it is made under oath or affirmation and that its representations are true and correct to the best knowledge and belief of the person signing same, subject to the penalties of making a false affidavit or declaration. Applicants from non-English-speaking countries shall be required to submit evidence of their proficiency in the English language. The applicant must be approved by the board and shall pass an examination as required by the board. The board may require by rule as a requirement for licensure that each applicant shall pass an oral or practical examination. Upon successfully passing the examination, the board may issue to the applicant a license to practice as a licensed practical nurse. The applicant for a license to practice licensed practical nursing shall pay a fee in such amount as may be set by the board. The fee shall be uniform for all applicants. **Applicants from foreign countries shall be licensed as prescribed by rule.**

3. Upon refusal of the board to allow any applicant to sit for either the registered professional nurses' examination or the licensed practical nurses' examination, as the case may be, the board shall comply with the provisions of section 621.120, RSMo, and advise the applicant of his right to have a hearing before the administrative hearing commission. The administrative hearing commission shall hear complaints taken pursuant to section 621.120, RSMo.

4. The board shall not deny a license because of sex, religion, race, ethnic origin, age or political affiliation.

(L. 1975 S.B. 108 § 8, A.L. 1981 S.B. 16, A.L. 1995 S.B. 452)

335.051. Reciprocity—license without examination, temporary license, when.-1. The board shall issue a license to practice nursing as either a registered professional nurse or a licensed practical nurse without examination to an applicant who has duly become licensed as a registered nurse or licensed practical nurse under the laws of another state, territory, or foreign country if the applicant meets the qualifications required of registered nurses or licensed practical nurses in this state at the time the applicant was originally licensed in the other state, territory, or foreign country.

2. Applicants from foreign countries shall be licensed as prescribed by rule.

[2] **3.** Upon application, the board shall issue a temporary permit to an applicant under subsection 1 of this section for a license as either a registered professional nurse or a licensed practical nurse who has made a prima facie showing that he meets

Continued to page 4

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all of the requirements for such a license. The temporary permit shall be effective only until the board shall have had the opportunity to investigate his qualifications for licensure under subsection 1 of this section and to notify the applicant that his application for a license has been either granted or rejected. In no event shall such temporary permit be in effect for more than twelve months after the date of its issuance nor shall a permit be reissued to the same applicant. No fee shall be charged for such temporary permit. The holder of a temporary permit which has not expired, or been suspended or revoked, shall be deemed to be the holder of a license issued pursuant to section 335.046 until such temporary permit expires, is terminated or is suspended or revoked.

(L. 1975 S.B. 108 § 9, A.L. 1981 S.B. 16)

335.061. Reinstatement of license, when—inactive or lapsed status, board may provide for.—1. **Reinstatement of license, when inactive status.** - Any licensee who allows his license to [lapse] **be placed on inactive status** [by failing to renew the license] as provided in sections 335.011 to 335.096 shall [as provided by rule] be reinstated [upon satisfactory explanation of such failure to renew his license] **as provided by this chapter and by rule and regulation.** The board may by rule and regulation provide for an inactive license status. In the event the board shall refuse to renew the license under one of the provisions of this section **and related requirements for relicensure,** the individual may appeal to the administrative hearing commission pursuant to the provisions of section 621.120.

2. Reinstatement of a license, when lapsed. Any licensee who allows his license to lapse by failing to renew the license as provided in section 335.011 to 335.096 shall [as provided by rule] be reinstated [upon satisfactory explanation of such failure to renew his license] **as provided by this chapter and by rule and regulation.** The board may by rule and regulation provide for a[n] **lapsed** license status. In the event the board shall refuse to renew the license under one of the provisions of this section **and related requirements for relicensure,** the individual may appeal to the administrative hearing commission pursuant to the provisions of section 161.302, RSMo.

RSMo. (L. 1975 S.B. 108 § 11, A.L. 1981 S.B. 16)

335.066. Denial, revocation, or suspension of license, grounds for, civil immunity for providing information.

(15) Placement on an employee disqualification list or other related restriction or finding pertaining to employment within a health related profession issued by any state or federal government or agency following final disposition by said state or federal government or agency.

5. The board may notify the proper licensing authority of any other state **concerning the final disciplinary action determined by the board on a license** in which the person whose license was suspended or revoked was also licensed of the suspension or revocation.

335.071. Nursing schools, standards for [accreditation] **approval,** fees-noncompliance, effect of.-1. Any institution desiring to conduct an [accredited] **approved** educational program of professional nursing or of practical nursing shall apply to the board and submit evidence that it is prepared to meet standards established by this law and the board.

2. The board, through its executive officer or other authorized representatives, shall initially survey a nursing education program. A written report of the survey shall be submitted to the board. If the board determines that the requirements for an accredited nursing education program are met, such program shall be [accredited] **approved** as a nursing education program for professional or for practical nurses upon payment of a fee in an amount to be set by the board **and in accord with board rules.**

3. The board, through its executive officer or other authorized representatives, shall periodically survey all nursing education programs in the state. Written reports of such surveys shall be submitted to the board. If the board determines that any [accredited] **approved** nursing education program is not maintaining the standards required by sections 335.011 to 335.096 and by the board, notice thereof in writing specifying the defect or defects shall be immediately given to the institution conducting the program. A program which fails to correct these conditions to the satisfaction of the board within a reasonable time shall, after notice and hearing, be removed from the board's listing of [accredited] **approved** programs. All hearings shall be conducted in accordance with chapter 621, RSMo.

4. All such [accredited] **approved** programs shall pay an annual registration fee in an amount to be determined by the board.

(L. 1975 S.B. 108 § 13, A.L. 1981 S.B. 16)

335.081. Exempted practices and practitioners.-So long as the person involved does not represent or hold himself out as a nurse licensed to practice in this state, no provision of sections 335.011 to 335.096 shall be construed as prohibiting:

(6) The practice of nursing under proper supervision; **a)** as a part of the course of study by students enrolled in [accredited] **approved** schools of professional nursing or in schools of practical nursing
b) [or by graduates of such schools or courses pending the results of the first licensing examination scheduled at a time specified by the board, by rule, following completion of the course of study; provided, however, a graduate nurse who is prevented from attending the first licensing examination scheduled by the board following graduation by reason of active duty in the military may practice as a graduate nurse pending the results of the first licensing examination scheduled by the board following the release of such graduate nurse from active military duty or pending the results of the first licensing examination taken by the graduate nurse while involved in active military service whichever comes first] **or by graduates of accredited nursing programs pending the results of the first licensing examination of ninety (90) days after graduation, whichever first occurs;**
c) a graduate nurse who is prevented from attending the first licensing examination [scheduled by the board] following graduation by reason of active duty in the military, may practice as a graduate nurse pending the results of the first licensing examination scheduled within 90 days following the release of such graduate nurse from active military duty or pending the results of the first licensing examination taken by the graduate nurse while involved in active service whichever comes first;

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Education Corner

Missouri State Board of Nursing Education Committee Members:

- Patricia Porterfield, RN, MSN; Chair
- Janet Anderson, RN
- Ian Davis, LPN
- Cordelia Esry, PhD, RN
- Charlotte York, LPN

The Education Committee includes representation in nursing education and nursing service.

Revised Minimum Standards

Minimum standards are the state rules, which define requirements for initial and continued accreditation by the Missouri State Board of Nursing. Because nursing is dynamic and rapidly evolving, the Board convenes a task force, every five-years or more frequently if necessary, to review the minimum standards for nursing programs.

The Minimum Standards Task Force met nine (9) times from 1996 to 1997 to collaboratively work with Board members on suggesting revisions to the Minimum Standards. The result of the dedication of those task force members and input from nursing programs led to revisions in the Minimum Standards. The revised minimum standards will become effective February 28, 1999.

Nurse Educators Orientation

On September 18, 1998, the Board provided 23 new nursing program administrators with a reference manual and day-long workshop about their role in the regulatory arena. The Board received positive feedback from all attendees and received valuable tips for future orientation sessions. We are pleased to announce that the Board is planning similar workshops in February 1999.

NCLEX® Examination Test Plan & Passing Standard

The initial step in developing the examination for registered nurse licensure is preparation of a test plan to guide selection of content and behaviors to be tested. In the plan, provision is made for an examination reflecting entry-level nursing practice as identified in a Job Analysis Study conducted by the National Council of State Boards of Nursing every three years. The activities identified in the study are analyzed in relation to the frequency of their performance, their impact on maintaining client safety, and the various settings where they were performed. This analysis results in the identification of a framework for entry-level performance that incorporates the nursing process and specific client needs. The test plan, derived from this framework, provides a concise summary of the content and scope of the examination and serves as a guide for candidates preparing to take the examination and for those who develop it. Based on the test plan, each assembled NCLEX® examination reflects the knowledge, skills, and abilities essential for application of the phases of the nursing process to meet the needs of clients with commonly occurring health problems. (August 1994 National Council of State Boards of Nursing, Inc.)

The National Council of State Boards of Nursing, Inc. conducts a job analysis every three (3) years in order to be certain the NCLEX® examination truly reflects entry-level practice and thus, protects the public. The last RN job analysis was conducted in 1996. The last PN job analysis was conducted in 1997. The RN job analysis and PN Job Analysis indicated a change in entry-level practice. The NCLEX-RN® Test Plan, consequently, was revised and went into affect on April 1, 1998. The NCLEX-PN® examination Test Plan has been revised and will go into affect on April 1, 1999

The passing standard is reviewed coincident with the job analysis. The National Council convenes a panel of nurses to perform a criterion-referenced standard setting procedure. The panel includes diverse representation (regional, nursing specialty, minority, educator, newly licensed nurse), and all panel members work directly with entry-level nurses. The passing standard for the NCLEX-RN® examination increased April 1, 1998. The passing standard for the NCLEX-PN® examination will increase April 1, 1999. When the passing standard changes, it means that entry-level nurse practice requires a greater level of knowledge, skills and abilities than was required when the previous passing standard was set. Because the NCLEX® examination is administered using computerized adaptive testing, the increase in the passing standard does not translate directly into a specific number of items that need to be answered correctly in order to pass the examination.

Missouri NCLEX® Examination Pass Rates

Missouri accredited nursing programs are required to maintain an annual eighty percent (80%) pass rate on the National Council Licensure Examination (NCLEX®). The pass rate for each program is determined by the pass/fail result of each candidate, educated by a particular program, who took the NCLEX® examination for the first-time during the fiscal year. A fiscal year is July 1 through June 30. The following charts compare Missouri's pass rate with the National pass rate. FY98 is the period of July 1, 1997 through June 30, 1998.

(See charts on page 6)

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To obtain more information on this excellent opportunity contact:
Rhonda Boone, Human Resources Director

Morton County Health System
PO Box 937 * 445 Hilltop
Elkhart, KS 67950
(316) 697-5229
e-mail rboone@elkhart.com

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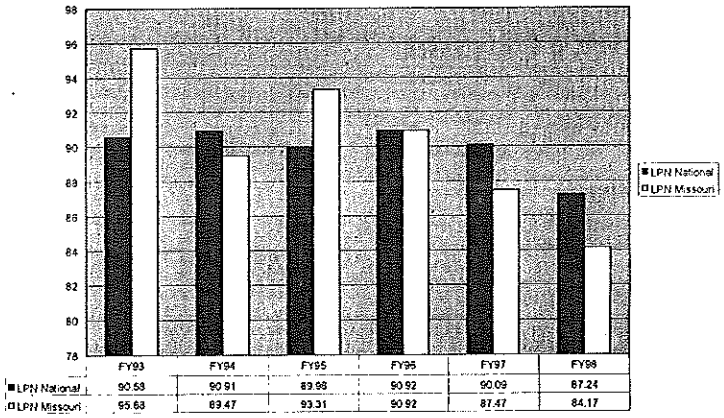
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EDUCATION CORNER (Continued from page 5)

Accredited Nursing Programs

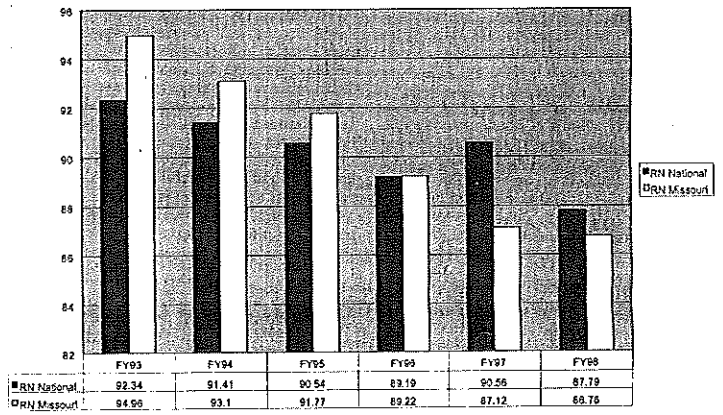
Degree Type	Total Number
Baccalaureate	*17*
Associate	*30*
Diploma	*2*
Practical	*43*
Total	**91**

NCLEX-PN® Examination Pass Rates
6-Year History



	FY93	FY94	FY95	FY96	FY97	FY98
LPN National	90.58	90.91	89.98	90.92	90.09	87.24
LPN Missouri	95.68	89.47	93.31	90.92	87.47	84.17

NCLEX-RN® Examination Pass Rates
6-Year History



	FY93	FY94	FY95	FY96	FY97	FY98
RN National	92.34	91.41	90.54	89.19	90.56	87.79
RN Missouri	94.96	93.1	91.77	89.22	87.12	88.76

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New Passing Standard for the NCLEX–PN® Examination

The National Council of State Boards of Nursing, Inc., has revised the passing standard of the NCLEX-PN® examination, the National Council Licensure Examination for Practical Nursing. The new passing standard was established by National Council's Board of Directors during its November 4–5, 1998, meeting. The new passing standard is -0.47 units on the NCLEX-PN logistic scale (logits), which is 0.04 logits higher than the previous standard of -0.51. This increase is similar to the two previous increases made in 1996 (.05 logit increase) and 1993 (.07 logit increase). Because the NCLEX-PN examination is administered using computerized adaptive testing, this increase in the passing standard does not translate directly into a specific number of items that now need to be answered correctly in order to pass the examination. For more information about computerized adaptive testing, see the National Council's Web site at http://www.ncsbn.org. This change will take effect on April 1, 1999, coincident with the implementation of the revised *NCLEX-PN® Test Plan*.

National Council's Board of Directors used multiple sources of information to guide its evaluation of the passing standard. National Council convened a panel of nine nurses to perform a criterion-referenced standard setting procedure. The panel included diverse representation (regional, nursing specialty, minority, educator, newly licensed practical/vocational nurse), and all panel members work directly with entry-level practical/vocational nurses. The workshop yielded results indicative of a higher passing standard. A survey of nursing professionals, including nurse educators, directors of nursing in acute care settings and administrators of long-term care facilities, was also conducted. Other trends discussed by the Board of Directors included changes in health care delivery modes in the United States, which have resulted in increased acuity of clients and decreased levels of direct supervision of newly licensed nurses. After considering all available information, the Board of Directors determined that safe and effective entry-level practical/vocational nurse practice requires a greater level of knowledge, skills and abilities than was required in 1996, when the current standard was set.

In accordance with a motion adopted by the 1989 Delegate Assembly of the National Council, the passing standard for the NCLEX-PN licensure examination is evaluated every three years. The passing standard evaluation is coordinated with the three-year cycle of test plan content evaluation, conducted using a job analysis of entry-level practical/vocational nurses. This three-year cycle was developed to keep the test content and passing standard current with entry-level practice.

For more information, call Anthony Zara, PhD (tzara@ncsbn.org), director of testing services for the National Council, at 312/787-6555, Ext. 120.

Implementation of the 1999 *NCLEX-PN® Test Plan*

A new *NCLEX-PN® Test Plan* was approved by National Council's Delegate Assembly during its August 1998 meeting in Albuquerque, New Mexico. The new test plan, which becomes effective April 1999, includes revisions that are similar to those made last year for the 1998 *NCLEX-RN® Test Plan*.

One change was to incorporate content from all phases of the nursing process (data collection, planning, implementation and evaluation) throughout the entire test plan. Candidates are no longer required to answer a specific percentage of test questions (items) that are classified according to Nursing Process categories. Rather, Nursing Process is included in all categories of the test plan. This change was made in order to reduce the potential for duplication of content in each candidate's examination. That is, nurses collect data, plan, act and evaluate in the delivery of client care whether they are managing care for a group of clients or providing for clients' basic comfort needs. Other integrated nursing concepts in the test plan include: caring, communication, cultural awareness, documentation, self-care and teaching/learning. These concepts were identified by the National Council's Examination Committee as being central to the practice of nursing, and therefore were also incorporated into all areas of the new test plan.

Another change to the test plan involves a reorganization of the Client Needs categories and subcategories. This reorganization serves to minimize redundant content in an individual candidate's examination and allows for clarity in the coding of items. Under the new test plan, a candidate's examination will be designed utilizing the subcategories, which permits better control over the content that is included in each examination, as well as provides more detailed feedback to unsuccessful candidates.

Finally, items being developed for the new *NCLEX-PN® Test Plan* categories and subcategories (see table below) will address the cognitive level of analysis, as well as those levels previously included in the NCLEX-PN® examination. Questions written at the analysis level require the examinee to organize and prioritize two or more pieces of information in order to process a response.

The revisions to the *NCLEX-PN® Test Plan* were based on the *1997 Job Analysis Study of Newly Licensed Entry-Level Practical/Vocational Nurses* (Yocom, 1997) and nursing expertise from the National Council's Examination Committee, testing, and research staff. Eligible candidates for the NCLEX-PN examination who plan to test after April 1999 should utilize the new test plan as a guideline in preparing for the examination. Nursing educators should find major curriculum revision unnecessary in preparing students for graduation, as the new test plan continues to emphasize safe, competent nursing care as the standard for entry into licensed practical/vocational nurse (LPN/VN) practice. The *1999 NCLEX-PN® Test Plan*, as well as other publications, are available for purchase through the communications department at the National Council of State Boards of Nursing by calling 312/787-6555, Ext. 163. Information about ordering National Council publications can also be accessed on National Council's Web site at http://www.ncsbn.org.

Categories	Percentage of Test Questions
A. Safe, Effective Care Environment	
1. Coordinated Care	6–12%
2. Safety and Infection Control	7–13%
B. Health Promotion and Maintenance	
3. Growth and Development through the Life Span	4–10%
4. Prevention and Early Detection of Disease	4–10%
C. Psychosocial Integrity	
5. Coping and Adaptation	6–12%
6. Psychosocial Adaptation	4–10%
D. Physiological Integrity	
7. Basic Care and Comfort	10–16%
8. Pharmacological Therapies	5–11%
9. Reduction of Risk Potential	11–17%
10. Physiological Adaptation	13–19%

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The ideal candidate will be a results-oriented team player and a graduate of an accredited School of Nursing with current licensure in Missouri. A bachelor's of science and MHA or MBA preferred. At least 3 years experience in all clinical functions of the dept. and 5 years supervisory experience in an ER of similar volume required. Please forward your resume and salary requirements to:
Joe Lightfoot, Human Resources
Phelps County Regional Medical Center
1000 West 10th Street
Rolla, MO 65401

Nursing Supervisor
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Consistent with its strategic plan, Vail Valley Medical Center strives to continually improve as a leader in quality health care by exceeding the medical needs of residents and visitors alike. People from all over the world visit the facility knowing they will receive world renowned medical care and treatment. Maintaining our reputation requires the finest professionals available and we are actively recruiting for the following immediate openings:

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To apply: Send letter of application, credentials, resume, unofficial transcripts (official required at interview), teaching evaluations and three (3) letters of reference to: Dr. Clara Brennan, Vice President for Academic Affairs, Park College, 8700 N.W. River Park Drive, Parkville, Missouri 64152. Review of applications begins March 29, 1999, and continues until the position is filled.

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Saint Luke's College is accredited by the North Central Association of Colleges and Schools, the National League for Nursing, and has preliminary approval from the Commission on Collegiate Nursing Education.

Interested applicants should respond to:

Helen Anna Jepson, EdD, RN
Dean, Saint Luke's College
4426 Wornall Road
Kansas City, Missouri 64111
www.saint-lukes.org
EOE

The NCLEX®
examination depends on you!

Ever wonder how an item (test question) is developed for the NCLEX® examination? An item goes through a thorough process after being written. The item is edited and reviewed several times by various committees and editors. In addition, items are reviewed for gender bias, cultural bias and other sensitive issues. Each item is also "pre-tested" before becoming a scored item. If an item makes it through this process, then it becomes part of the pool of real items. This process takes about 12-18 months and involves countless volunteers.

You can be one of those volunteers. Be a part of the item development process by volunteering as an item writer or item reviewer. Item writers write items that are used for the NCLEX examination. Item reviewers check items for currency, accuracy, job relatedness and appropriateness for the entry-level nurse.

To qualify to be an NCLEX-RN® item writer, nurses must hold a master's degree or above; hold a current RN license; and currently be in clinical practice with RNs who have earned their license within the last 12 months, or be educators for basic undergraduate RN students. NCLEX-PN® item writers must hold a current PN/VN or RN license; and currently be in practice with LPN/VNs who have earned their license within the last 12 months, or be educators for PN/VNs.

NCLEX-RN item reviewers must hold a current RN license and be in clinical practice working directly with entry-level RNs. NCLEX-PN item reviewers must hold either an RN or PN/VN license and be in clinical practice working directly with entry-level LPN/VNs. (Nursing faculty please note: In addition to your faculty responsibilities, such as clinical rotations, you must also hold a position working directly with recently licensed nurses.)

NCLEX item development participants receive many benefits, such as earning more than 30 continuing education hours, acquiring new skills useful in their work settings and networking with colleagues from across the country. All sessions take place at The Chauncey Group International's headquarters (the test service selected by the National Council) in Princeton, New Jersey. Airfare, hotel and food expenses are paid, and participants are given an opportunity to see the sights, shop, or take in a Broadway show.

If you're interested in volunteering, access the National Council's Web site: http://www.ncsbn.org for the item development panel application. On the National Council's home page you will find a scroll down option. Click on "Get Involved" and there you will find the application. If you do not have access to the Web, call National Council's Item Development Hotline: 312-787-6555, Ext. 496.

Currently five nurses licensed in Missouri participated in NCLEX Examination Item Development. They are:

Patricia Ann Cyr, RN of Maplewood, Missouri
Joan D. Wentz, RN of Edwardsville, Illinois
Rose Utley, RN of Springfield, Missouri
Sandra Kae Berger of St. Joseph, Missouri
Carol Teague of St. Louis, Missouri

Remember, the NCLEX® examination depends on you! The above Missouri nurses are to be complimented on their willingness to participate in an important process. In addition, the board recognizes their employers who have provided their support and time off to allow them to attend and participate in this national event. If you have any questions, call the hotline or e-mail lfarwell@ncsbn.org or pdeeb@ncsbn.org. Your participation will be very appreciated.

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THE MISSOURI STATE BOARD OF NURSING ANNOUNCES A COURSE AVAILABLE FOR NEW NURSE ADMINISTRATORS.

Staff of the Missouri State Board of Nursing invite you to participate in an information session regarding the functions of the Board of Nursing and how these functions may impact the role of the chief nurse administrator in all types of health care settings. The daylong session is targeted for registered professional nurses newly appointed to a director level position in the last 12 months. Only one person from a facility may attend each session. The sessions will be held on a quarterly basis in Jefferson City. Registration is required, since the class is limited to 12 nurses per session.

DATES	July 13, 1999 October 20, 1999
TIMEFRAME	8:30 AM TO 4:30 PM
LOCATION	Missouri State Board of Nursing Professional Registration Building 3605 Missouri Blvd. Jefferson City, MO
COST	$50.00 REGISTRATION FEE—Make check payable to Missouri State Board of Nursing (Cost of meal and materials)
FACULTY	Marcia K. Flesner, RN, MSN, MHCA, CNAA Calvina Thomas, PhD, RN Rita Tadych, PhD, RN Liz Cardwell, RN, MSN George Snodgrass, BA Lori Scheidt, AA

The registration form is BELOW. Please complete the form and fax it to the Missouri State Board of Nursing, selecting the date of your choice. We will accept reservations on a first come, first served basis.

Attention Nurse Researchers—Database Available on Missouri Nurses

The Missouri Health Manpower report is intended to serve as a general data source book for licensed health professions in Missouri (i.e. physicians, registered nurses, licensed practical nurses, physical therapist, etc.).

Produced by the Missouri Center for Health Statistics, this is a summary document providing a brief overview of each health profession, along with statistical data concerning activity status, age, practice characteristics, and place of professional education. It is not, nor is it intended to be, an exhaustive set of health manpower data or a complete analysis of manpower data. The information is gathered during the renewal time of the licensees and is voluntary, therefore not all licensees respond. The most recent publication is data obtained during the 1995 renewal period.

The publication is available at most depository libraries throughout the state or can be purchased for $15.00 plus shipping and handling from the Missouri Center for Health Statistics in Jefferson City. The Center can be reached by calling 573-751-6279, or faxing 573-526-4102, or writing:

Department of Health
Center for Health Information
Management and Epidemiology
P. O. Box 570
Jefferson City, MO 65102

REGISTRATION FORM FOR Nurse Administrator ORIENTATION SESSION offered by the Missouri State Board of Nursing

Dates: July 13, 1999 & October 20, 1999: Please make your selection and fax registration to 573-751-0075.

Last Name First Name Middle Initial

Place of employment

Work Address City Zip

Work Phone number ( )

Do you have access to the Internet? ____ YES ____ NO
If YES, what is your E-mail address? _____

RN License Number

Title of position _____
Length of service in position: _____ months
Describe your work setting: _____

How many FTE's work for you? _____

Day Requested: (Mark only one Box)

July 13, 1999 ☐
October 20, 1999 ☐

Fax registration form to 573-751-0075.
(Any questions call (573) 751-0072)

The twelve individuals chosen for each class will receive written notification in the mail, along with a packet of material. Payment, in the form of a check made out to Missouri State Board of Nursing, will be accepted the day of the orientation.

Med/Surg RN

with ICU experience preferred for 40 bed acute care facility in NW Wyoming. This full-time position offers excellent benefits; town has quality schools, local community college, pristine environment. No state income tax, 4% sales tax.

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Tulsa City-County Health Department's Children First program is seeking professional Community Health nurses to provide in-home visitation to first-time mothers during pregnancy and first two years of child's life. Nursing services to low resource women to improve health related behavior and parenting skills. BSN preferred with two years experience. Bilingual Spanish a plus.

Tulsa City-County Health Department will provide reimbursement for mileage. Malpractice insurance also provided. HIRING RANGE: $28,572-29,760.

Send applications to Tulsa City-County Health Department, 5051 S. 129 E. Avenue, Tulsa, OK 74134, 918-595-4381. Fax resume to 918-595-4374.

RECOGNITION TO CURRENT NURSING EDUCATION PROGRAMS WITH 100% PASS RATE in FY1997-98*

PRACTICAL NURSING PROGRAMS

Cape Girardeau Area Vocational Technical School 17-167.
Cape Girardeau, Mo.

Gibson Area Vocational Technical School 17-164. Reed Springs, Mo.

Hannibal Public Schools 17-193
Hannibal, Mo.

Jefferson College 17-174
Hillsboro, Mo.

N. S. Hillyard Area Vocational Technical School 17-189. St. Joseph, Mo.

Ozarks Technical Community College 17-198
Springfield, Mo.

Poplar Bluff School District 17-153
Poplar Bluff, Mo.

School District of Joplin 17-195
Joplin, Mo.

South Central Area Vocational Technical School 17-177. West Plains, Mo.

St. Charles County Community College 17-150
St. Peters, Mo.

Waynesville Technical Academy 17-165
Waynesville, Mo.

ASSOCIATE DEGREE PROGRAMS

Columbia College 17-412
Columbia, Mo.

Hannibal La-Grange College 17-472
Hannibal, Mo.

St. John's School of Nursing/SBU 17-418
Springfield, Mo.

BACCALAUREATE DEGREE PROGRAMS

Missouri Southern State College 17-510
Joplin, Mo.

*Fiscal Year July 07/97-06/98

*Special recognition and congratulations to South Central Area Vocational Technical School for six (6) years of 100% Pass Rate.

MISSOURI ACCREDITED PRACTICAL NURSING PROGRAMS—YEAR PASS RATES

NAME OF PROGRAM	Number of Classes Per Year	Approved Number of Students Per Class	07/93-06/94	07/94-06/95	07/95-06/96	07/96-06/97	07/97-06/98	# Students tested on Fiscal Report 97-98*
Applied Technology Services/West Chester-field 17-154 Chesterfield, Mo.	3	24	100.00%	95.45%	94.44%	100.00%	95.7%	23
Boonslick Area Vocational Technical School 17-165 Boonville, Mo.	1	24	95.45%	94.95%	100.00%	88.00%	82.4%	17
Cass Career Center 17-129 Harrisonville, Mo.	1	21	NA	NA	NA	NA	Opened FY98	
Cape Girardeau Area Vocational Technical School 17-167 Cape Girardeau, Mo.	1	24	100.00%	100.00%	94.74%	100.00%	100.00%	18
Columbia Public Schools 17-199 Columbia, Mo.	2	32	98.27%	94.74%	100.00%	93.88%	92.6%	54
Gibson Area Vocational Technical School 17-164 Reeds Springs, Mo.	1	40	100.00%	100.00%	95.24%	91.67%	100.00%	27
Hannibal Public School 17-193 Hannibal, Mo.	1	24	100.00%	89.47%	93.75%	94.74%	100.00%	15
Jefferson College 17-174 Hillsboro, Mo.	1	60	97.91%	100.00%	100.00%	100.00%	100.00%	37
Kennett Area Vocational Technical School 17-169 Kennett, Mo.	1	20	94.73%	100.00%	100.00%	100.00%	94.1%	17
Kirksville Area Vocational Technical School 17-186 Kirksville, Mo.	1	24	96.15%	100.00%	100.00%	94.44%	85.7%	21
Lex La-Ray Technical Center 17-105 Lexington, Mo.	1	28	100.00%	91.30%	100.00%	85.00%	85.7%	21
Mineral Area College 17-192 Park Hills, Mo.	1	32	96.29%	100.00%	95.00%	93.75%	93.8%	16
Moberly Area Community College 17-183 Moberly, Mo.	1	32	96.55%	100.00%	95.45%	80.95%	95.2%	21
Nevada Regional Technical Center 17-187 Nevada, Mo.	1	30	100.00%	100.00%	95.65%	100.00%	95.8%	24
Nichols Career Center 17-190 Jefferson City, Mo.	1	35	100.00%	100.00%	92.31%	80.77%	95.2%	21
North Central Missouri College 17-185 Trenton, Mo.	1	37	87.09%	100.00%	100.00%	100.00%	90.00%	30
Northland Career Center 17-102 Platte City, Mo.	1	29	92.59%	93.10%	96.00%	80.95%	91.7%	24
Northwest Technical School 17-179 Maryville, Mo.	1	25	96.00%	94.74%	96.00%	90.91%	95.5%	22
N. S. Hillyard Area Vocational Technical School 17-189 St. Joseph, Mo.	1	35	95.83%	95.45%	100.00%	95.45%	100.00%	23
Ozarks Technical Community College 17-198 Springfield, Mo.	2	31	92.30%	100.00%	98.28%	95.83%	100.00%	43
Penn Valley Community College 17-157 Kansas City, Mo.	2	180	100.00%	95.60%	81.00%	92.00%	89.8%	59
Pike/Lincoln Technical Center 17-169 Eolia, Mo.	1	25	100.00%	95.00%	90.00%	94.74%	84.6%	13
Poplar Bluff School District 17-153 Poplar Bluff, Mo.	1	24	87.50%	100.00%	100.00%	94.74%	100.00%	21
Rolla Technical Institute 17-184 Rolla, Mo.	1	30	92.85%	95.83%	100.00%	95.15%	92.3%	26
Saline County Career Center 17-173 Marshall, Mo.	1	20	84.21%	89.47%	100.00%	94.44%	83.3%	18
Sanford Brown College/Des Peres 17-103 St. Louis, Mo.	2	51	90.58%	87.36%	81.01%	74.67%	64.0%	50
Sanford Brown College/Kansas City 17-152 North Kansas City, Mo.	3	50	85.95%	92.52%	88.43%	81.48%	65.3%	95
Sanford Brown College/St. Charles 17-104 St. Charles, Mo.	2	50	94.87%	90.59%	92.15%	85.11%	72.2%	36
School District of Joplin 17-195 Joplin, Mo.	2	27	95.12%	97.73%	100.00%	94.59%	100.00%	41
Sikeston Public Schools/Sikeston 17-188 Sikeston, Mo.	1	32	100.00%	97.83%	89.00%	96.67%	88.5%	26
Sikeston Public Schools/Hayti 17-149 Hayti, Mo.	1	20	NA	NA	100.00%	85.71%	80.00%	20

Continued to page 11

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Box 2275
South Dakota State University
Brookings, SD 57007-0098

SDSU

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MISSOURI ACCREDITED PRACTICAL NURSING PROGRAMS (Continued from page 10)

NAME OF PROGRAM	Number of Classes Per Year	Approved Number of Students Per Class	07/93-06/94	07/94-06/95	07/95-06/96	07/96-06/97	07/97-06/98	# Students tested on Fiscal Report 97-98*
South Central Area Vocational Technical School 17-177 West Plains, Mo.	2	40	100.00%	100.00%	100.00%	100.00%	100.00%	25
St. Charles County Community College 17-150 St. Peters, Mo.	1	60	96.96%	93.33%	88.00%	84.21%	100.00%	13
St. Louis Board of Education 17-158 St. Louis, Mo.	2	80	83.69%	75.41%	77.34%	59.14%	57.7%	26
St. Louis College of Health Careers/Metro 17-155 St. Louis, Mo.	2	30	75.51%	77.50%	76.71%	65.63%	47.2%	36
St. Louis College of Health Careers/Butler Hill 17-159 St. Louis, Mo.	2	30	NA	NA	NA	71.88%	67.7%	31
Tri-County Technical School 17-108 Eldon, Mo.	1	25	NA	100.00%	100.00%	100.00%	90.5%	21
Warrensburg Area Vocational Technical School 17-172 Warrensburg, Mo.	1	30	100.00%	100.00%	96.00%	100.00	95.7%	23
Washington School of Practical Nursing 17-176 Washington, Mo.	1	30	100.00%	100.00%	95.24%	95.00%	91.3%	23
Waynesville Technical Academy 17-165 Waynesville, Mo.	1	30	100.00%	100.00%	82.75%	92.00%	100.00%	19

MISSOURI ACCREDITED ASSOCIATE DEGREE PROGRAMS—FIVE YEAR PASS RATES

NAME OF PROGRAM	Number of Classes Per Year	Approved Number of Students Per Class	07/93-06/94	07/94-06/95	07/95-06/96	07/96-06/97	07/97-06/98	# Students tested on Fiscal Report 97-98*
Columbia College 17-412 Columbia, Mo.	2	32	100.00%	80.65%	96.43%	84.62%	100.00%	18
Crowder College 17-410 Neosho, Mo.	2	60	95.16%	97.22%	90.63%	92.86%	92.3%	26
Deaconess College of Nursing 17-415 St. Louis, Mo.	2	40	83.33%	93.75%	100.00%	85.00%	82.4%	17
East Central College/Union 17-470 Union, Mo.	1	24	96.87%	93.75%	100.00%	85.00%	91.7%	12
East Central College/Rolla 17-426 Rolla, Mo.	1	16	NA	NA	NA	NA	92.9%	14
Fort Leonard Wood Satellite/Lincoln University 17-416 Fort Leonard Wood, Mo.	1	40	100.00%	100.00%	100.00%	84.62%	95.7%	23
Hannibal La-Grange College 17-472 Hannibal, Mo.	1	30	86.84%	92.86%	95.65%	57.14%	100.00%	5
Jefferson College 17-460 Hillsboro, Mo.	1	60	98.30%	97.22%	91.38%	96.55%	91.7%	24
Jewish College of Nursing 17-420 St. Louis, Mo.	3	150	NA	83.53%	84.92%	90.00%	83.5%	127
Lester L. Cox College of Nursing 17-425 Springfield, Mo.	2	50	NA	NA	NA	66.67%	85.0%	60
Lincoln University (Jefferson City) 17-467 Jefferson City, Mo.	2	70	96.60%	96.10%	94.44%	89.74%	93.9%	49
Mineral Area College 17-466 Park Hills, Mo.	1	36	88.09%	93.10%	96.30%	91.43%	84.6%	39
Moberly Area Community College 17-474 Moberly, Mo.	2	70	89.77%	88.00%	92.06%	77.59%	72.9%	48
North Central Missouri College 17-405 Trenton, Mo.	1	40	65.51%	75.86%	89.80%	88.00%	75.00%	24
Park College/Parkville 17-411 Parkville, Mo.	1	35	100.00%	96.30%	84.38%	90.00%	88.6%	35
Penn Valley Community College 17-465 Kansas City, Mo.	2	120	91.66%	89.84%	91.75%	67.46%	79.2%	96

Continued to page 12

Video Available On Maintaining Appropriate Nurse/Client Boundaries

Crossing the Line, an educational program, developed under the auspices of National Council's Special Services Division (SSD), focuses on the challenges of maintaining appropriate professional boundaries. The program content is based upon the work of National Council's Professional Sexual Misconduct Task Force.

The *Crossing the Line* video focuses on the experience of one nurse and her patient. It tells the story of how a boundary violation harmed that patient, and ultimately the nurse herself. The story can be used to illustrate the concepts and principles involved in maintaining appropriate professional boundaries. This can be a difficult concept for students, and although this story line focuses on a situation of over-involvement, the script also conveys that under-involvement may interfere with meeting patient needs too.

In addition to the video, the program contains valuable instructor tools: master overheads for projection; facilitator's notes; interactive learning exercises; and a detailed reference list. The program was designed with students and novice nurses in mind, but we believe that veteran nurses can also benefit from thinking about the warning signs of "crossing the line." The educational program may be ordered by contacting Jamie Lee at Envision, Inc @ (615) 321-5119. The price is $249.00.

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If you are interested in pursuing these opportunities, let us hear from you! Mail/fax your resume to: **REGIONAL CARE SERVICES CORPORATION Attn: HR/MO,** 1800 E. Florence Blvd., Casa Grande, AZ 85222, FAX 520-426-6615. To request an application: Call 520-426-6510

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REHOBOTH McKINLEY CHRISTIAN HEALTH CARE SERVICES

MISSOURI ACCREDITED ASSOCIATE DEGREE PROGRAMS (Continued from page 11)

NAME OF PROGRAM	Number of Classes Per Year	Approved Number of Students Per Class	07/93-06/94	07/94-06/95	07/95-06/96	07/96-06/97	07/97-06/98	# Students tested on Fiscal Report 97-98*
Sanford Brown College/Des Peres St. Louis 17-422 St. Louis, Mo.	2	49	80.00%	94.12%	68.89%	62.26%	55.7%	79
Sanford Brown College/Kansas City 17-423	2	48	96.55%	79.63%	82.61%	71.29%	54.6%	97
Sanford Brown College/St. Charles 17-421 St. Charles, Mo.	2	48	80.00%	78.57%	74.73%	68.57%	53.1%	49
Southeast Missouri Hospital College of Nursing 17-424 Cape Girardeau, Mo.	1	35	NA	NA	84.21%	83.33%	88.2%	17
Southeast Missouri State University 17-479 Cape Girardeau, Mo.	1	40	97.43%	96.67%	94.74%	90.91%	71.4%	28
Southwest Missouri State University 17-400 West Plains, Mo.	1	35	93.61%	94.44%	92.86%	87.88%	85.7%	36
St. Charles County Community College 17-468 St. Peters, Mo.	1	120	96.18%	100.00%	94.67%	92.31%	90.0%	20
St. John's School of Nursing/SBU 17-418 Springfield, Mo	2	250	NA	NA	NA	NA	100.00%	1
St. Louis Community College/Flo Valley 17-464 St. Louis, Mo.	2	40	92.50%	85.88%	95.00%	89.09%	78.0%	59
St. Louis Community College/Forest Park 17-476 St. Louis, Mo.	3	55	97.26%	96.51%	79.73%	90.57%	93.9%	49
St. Louis Community College/Meramec 17-477 St. Louis, Mo.	2	60	98.94%	99.05%	98.67%	98.86%	97.1%	70
State Fair Community College 17-408 Sedalia, Mo.	2	60	94.11%	94.59%	87.50%	88.64%	90.7%	43
Three Rivers Community College 17-462 Poplar Bluff, Mo.	1	30	96.15%	100.00%	90.91%	90.91%	90.0%	20

MISSOURI ACCREDITED DIPLOMA PROGRAMS—FIVE YEAR PASS RATES

Name of Program	Number of Classes Per Year	Approved Number of Students Per Class	7/93-6/94	7/94-6/95	7/95-6/96	7/96-6/97	7/97-6/98	#Students tested on fiscal report of 97-98*
Lutheran Medical Center 17-392 St. Louis, Mo.	2	125	92.63%	98.84%	83.33%	93.90%	95.7%	47
Missouri Baptist Medical Center 17-391 St. Louis, Mo.	1	110	98.38%	98.55%	96.55%	93.44%	93.0%	57

MISSOURI ACCREDITED BACCALAUREATE DEGREE NURSING PROGRAMS—FIVE YEAR PASS RATES

Name of Program	Number of Classes Per Year	Approved Number of Students Per Class	7/93-6/94	7/94-6/95	7/95-6/96	7/96-6/97	7/97-6/98	#Students tested on fiscal report 97-98*
Avila College 17-554 Kansas City, Mo.	1	50	88.23%	64.29%	76.19%	69.23%	95.8%	24
Barnes College of Nursing/UMSL 17-506 St. Louis, Mo.	2	150	91.66%	85.48%	87.95%	77.31%	78.9%	95
Central Methodist College 17-509 Fayette, Mo.	1	50	NA	NA	NA	NA	66.7%	6
Culver-Stockton & Blessing Rieman College-Quincy IL 17-504 Quincy, IL	1	65	83.33%	71.43%	80.49%	72.73%	80.0%	40
Deaconess College of Nursing 17-500 St. Louis, Mo.	2	100	100.00%	98.15%	93.88%	88.64%	91.8%	49
Graceland College 17-508 Independence, Mo.	1	50	86.66%	92.31%	85.29%	78.38%	92.0%	25
Maryville University of St. Louis 17-501 St. Louis, Mo.	1	120	88.37%	88.00%	92.00%	81.25%	82.0%	50
Missouri Southern State College 17-510 Joplin, Mo.	1	40	NA	NA	NA	100.00%	100.00%	15
Missouri Western State College 17-502 St. Joseph, Mo.	2	40	87.27%	91.80%	88.71%	86.76%	88.6%	70
Research College of Nursing 17-566 Kansas City, Mo.	2	135	87.50%	91.89%	88.89%	78.48%	85.5%	83
Sinclair School of Nursing/UMC 17-582 Columbia, Mo.	2	60	92.85%	93.14%	93.94%	90.91%	94.3%	123
Southeast Missouri State University 17-563 Cape Girardeau, Mo.	1	50	85.00%	88.64%	90.48%	81.82%	72.1%	43
St. Louis University 17-588 St. Louis, Mo.	3	120	91.94%	92.59%	90.13%	83.45%	88.8%	107
St. Luke's College of Nursing 17-505 Kansas City, Mo.	1	65	98.18%	95.65%	98.00%	94.81%	95.8%	48
Truman State University 17-573 Kirksville, Mo	1	65	91.11%	97.44%	89.13%	92.59%	92.0%	50
William Jewell College 17-560 Liberty, Mo.	1	60	93.75%	94.44%	100.00%	87.10%	83.9%	31

*Fiscal Year = July 1 to June 30

National Council Publications

The National Council has a number of publications on a variety of topics available for purchase. To order any of the following publications, send a note of request and payment to the National Council (Dept. 77-3953, Chicago, Illinois 60678-3953). A printable order form is available on National Council's World Wide Web site at http://www.ncsbn.org. Orders must include a shipping-and-handling charge: $1 for orders of $5 and under; $2 for orders less than $39.99; $3 for orders exceeding $40. Orders must be accompanied by a check or money order payable to the National Council.

NCLEX® EXAMINATION

Test Plan for the NCLEX® for Registered Nurses

The, actual test plan used to construct each administration of the NCLEX-RN® examination. (©1997) $3.00

Test Plan for the NCLEX® for Practical Nurses

The actual test plan used to construct each administration of the NCLEX-PN® examination, effective April 1999. (©1998) The test plan effective through April 1999 is also available. (©1995) $3.00

Detailed Test Plan for the NCLEX-RN® Examination

Also known as the Guidelines for NCLEX-RN® Item Writers, this document links the NCLEX-RN® test plan to the Job Analysis of Newly Licensed Registered Nurses. (©1997) $10.00

Detailed Test Plan for the NCLEX-PN Examination

This study documents the knowledge, skills and abilities underlying the categories of practical/vocational nursing activities included in the *NCLEX-PN® Test Plan*. Both the detailed test plan effective through April 1999 (©1997) and the detailed test plan effective April 1999 (©1998) are available. $10.00

The NCLEX® Process - Revised

This book describes the entire NCLEX® examination process, from item development to computerized administration to scoring and reporting. (©1995) $25.00

Collected Works on the Legal Aspects of Computerized Adaptive Testing

Five works which discuss various testing methods, focusing on legal considerations given to the computerized adaptive testing (CAT) method. (©1991) $25.00

RESEARCH

1996 Profiles of Member Boards

This publication provides an overview of the regulatory environment in which state boards of nursing function. Includes data on board structure, educational programs, entry into practice, licensure requirements, continued competency mechanisms, nurse aide competency evaluations and advanced practice. Data by jurisdiction. (©1997) $15.00

Continued to page 13

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Kathleen Andrews, Chairperson, Department of Nursing
MISSOURI WESTERN STATE COLLEGE
4525 Downs Drive, St. Joseph, MO 64507
(816) 271-4415 Email: nursing@griffon.mwsc.edu
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kingnk@asgr.com

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NATIONAL COUNCIL PUBLICATIONS (Continued from page 12)

Licensure & Examination Statistics
This annual publication provides national and state summary data of Member Boards' licensure activities, as well as data on candidate performance on NCLEX-RN® examination and NCLEX-PN® examination. (available years 1983-1997) $10.00

1997 Regulation of Advanced Practice Registered Nurses
This study provides an overview of the regulatory environment governing the practice of certified registered nurse anesthetists, certified nurse midwives and nurse practitioners. (©1998) $65.00

Role Delineation Study
This study describes the similarities and differences in the roles of nurse aides, licensed practical/vocational nurses, registered nurses, and advanced practice registered nurses. (©1995) $35.00

JOB ANALYSES
1996 Final Report of the Logical Job Analysis Study of Entry-Level Nurse Practitioner Practice and Related Test Plan Development
This report provides the outcomes of a study funded by the National Council. The purpose of the project was to conduct a national-level job analysis study of entry-level nurse practitioners and develop a potential test plan. The focus of the job analysis is the domain of practice and the knowledge, skills and abilities that are common to nurse practitioners upon entry into an advanced practice role, regardless of client population and setting. (©1997) $30.00

Validation Study: Functional Abilities Essential for Nursing Practice
This study provides information on functional abilities that nurses (RN and LPN/VN) identified as essential for the performance of nursing activities. (©1998) $30.00

1998 Job Analysis of Newly Licensed Registered Nurses
As an update to the 1992 job analysis study, this publication provides practice patterns of newly licensed registered nurses and evaluates the validity of the NCLEX-RN® examination. (©1997) $30.00

1997 Job Analysis of Newly Licensed Practical/Vocational Nurses
This study provides practice patterns of newly licensed practical/vocational nurses (LPN/VNs) and evaluates the validity of the licensure examination for LPN/VNs. (©1997) $30.00

1993 Job Analysis Study of Newly Licensed, Entry-level Registered Nurses with a Generic Baccalaureate Nursing Degree
This study examines the differences in knowledge, skills, and abilities that differentiate the practice competencies of newly licensed, entry-level RNs with a generic baccalaureate nursing degree from those with other types of generic nursing education, and proposes a test plan for a supplemental RN licensure examination for baccalaureate-prepared candidates. Performed under contract to the Maine State Board of Nursing. (©1993) $30.00

NURSING PRACTICE AND EDUCATION
Chemical Dependency Handbook for Boards of Nursing
This resource handbook offers a compilation of information regarding chemical dependency that can be used to educate as well as support decision-making. The handbook includes chapters providing background information on chemical dependency, guidelines for decision-making by boards of nursing, treatment, drug testing, alternative to discipline programs, return-to-work issues, relapse and other resources. (©1997) $25.00

Regulatory Management of the Chemically Dependent Nurse
This publication discusses the issues and alternatives involved in regulatory management of chemically dependent nurses. Discipline management plans with rehabilitative impact on nurses are provided. (©1987) $12.00

Model Nursing Practice Act
Model legislation prepared by the National Council for the review and revision of state nursing laws. Includes language regarding advanced nursing practice. (©1994) $12.00

Model Nursing Administrative Rules
These rules are designed to support the *Model Nursing Practice Act*, and includes language regarding advanced nursing practice. (©1994) $11.00

Disciplinary Data Bank: A Longitudinal Study
This study provides characteristics of disciplinary actions taken by state boards of nursing. Includes frequency distribution of types of action by boards of nursing; types of violations; and characteristics of nurses disciplined by category of violation. (©1987) $5.00

Disciplinary Guidelines for Managing Sexual Misconduct Cases
This guide provides a review of professional sexual misconduct cases in nursing, guidelines for boards of nursing, description of the complaint investigation and recommendations. (©1996) $10.00

Quick References for Professional Boundaries and Sexual Misconduct Cases and Disciplinary Guidelines for Managing Sexual Misconduct Cases: Complete Set
Purchase all six reference guides, designed to help boards of nursing, educators, and employers understand professional boundaries and recognize professional sexual misconduct in the workplace, and receive the Quick Reference for Professional Boundaries and Sexual Misconduct Cases: Evaluator's Information Packet (this guide is not sold separately). (©1996) $50.00

Quick References for Professional Boundaries and Sexual Misconduct Cases: Board of Nursing Members
This guide includes warning signs, board responsibilities, and information about evaluating and monitoring professional sexual misconduct cases. (©1996) $10.00

Quick References for Professional Boundaries and Sexual Misconduct Cases: Board of Nursing Staff
This guide includes warning signs, staff responsibilities, and information about evaluating and monitoring professional sexual misconduct cases. (©1996) $10.00

Quick References for Professional Boundaries and Sexual Misconduct Cases: Board of Nursing Investigators
This guide includes warning signs, investigators' responsibilities, disciplinary process guidelines and information on how boards of nursing use investigative reports. (©1996) $10.00

Continued to page 14

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NATIONAL COUNCIL PUBLICATIONS (Continued from page 13)

Quick References for Professional Boundaries and Sexual Misconduct Cases: Board of Nursing Attorneys
This guide includes warning signs; attorney responsibilities; a description of the investigatory process; information on interpreting statutes and rules, as well as an explanation of how attorneys assist boards of nursing in promulgating rules; information about how investigative reports are used; and discussion about nurses' noncompliance with board orders. (©1998) $10.00

Quick References for Professional Boundaries and Sexual Misconduct Cases: Nursing Faculty
This guide discusses faculty's responsibilities, provides definitions and warning signs of professional sexual misconduct, and provides suggestions for teaching nursing students about professional sexual misconduct. (©1996) $10.00

Quick References for Professional Boundaries and Sexual Misconduct Cases: Nursing Employers
This guide discusses employers' responsibilities, provides definitions and warning signs of professional sexual misconduct, and suggests how to raise staff awareness regarding professional sexual misconduct. (©1998) $10.00

Guidelines for Education Program Surveyors: A Series of Learning Modules
A set of six independent self-study modules designed to help the beginning or novice-level nursing education program surveyor prepare for the roles of site visitor and evaluator. (©1995) $40.00

NURSE AIDES
1995 Job Analysis of Nurse Aides
This study was performed to evaluate the validity of the NACEP™ blueprint. It provides information on the activities performed by nurse aides employed in nursing homes, home health care agencies, and hospitals. (©1995) $30.00

NACEP™ Evaluation Blueprint
This publication outlines the knowledge, skills, and abilities required of nurse aides to perform their job and serves as a guideline for item writers. (©1991) $5.00

Model Nurse Aide Regulation Act
Guide for states developing statutory authority in order to regulate nurse aides and their functions. (©1990) $10.00

Model Nurse Aide Administrative Rules
Guide for jurisdictions developing rules to regulate nurse aides. (©1990) $10.00

SUBSCRIPTIONS
Issues
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NCLEX-RN® Program Reports
These are education program-specific and national comparison reports of graduates' performance on the NCLEX® examination. Performance results, test plan profiles, and content dimension reports are all included. Reports are released in November and May; subscriptions are open to nursing schools only. $300.00

NCLEX-PN® Program Reports
These are education program-specific and national comparison reports of graduates' performance on the NCLEX® examination. Performance results, test plan profiles, and content dimension reports are all included. Reports are released in November and May; subscriptions are open to nursing schools only. $200.00

AUDIO/VIDEO
An Introduction to CAT for NCLEX® [video 1]
This short introduction to computerized adaptive testing (CAT) includes information on testing methodology, CAT history, research and computer screens. (©1992) $50.00

NCLEX® Using CAT: A Candidate's Viewpoint [video 2]
This second video actually "walks through" the testing experience with a candidate. (©1993) $50.00

Establishing Competence with NCLEX® Using CAT [video 3]
This third video describes the methodology of NCLEX® using CAT and gives an analogy that makes this type of testing easier to understand. (©1994) $25.00

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Crossing the Line
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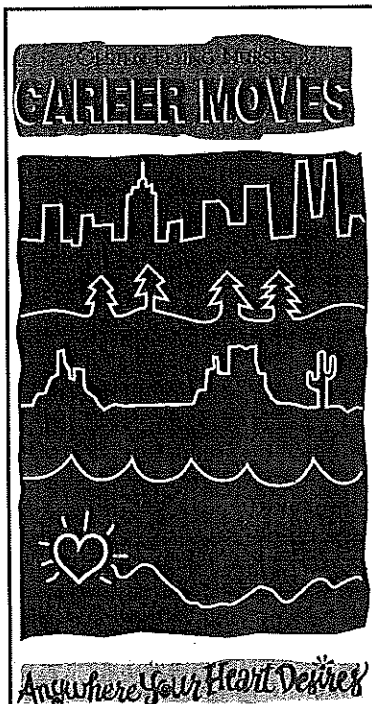
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Board meeting dates: March 4-5, 1999
June 3-4, 1999
September 16-17, 1999
December 8-9, 1999

DISCIPLINE COMMITTEE

DATE	TIME
December 28	1:00 – 4:00
January 11	1:00 – 4:00
January 25	1:00 – 4:00
February 4	1:00 – 4:00
February 22	1:00 – 4:00

Staff Contacts: Liz Cardwell, Andrea Goller, Rita Tadych – 573-751-6541

EDUCATION COMMITTEE

DATE	TIME
February 22	9:00 – 11:00

Staff Contacts: Jo Boyd, Lori Scheidt, Calvina Thomas – 573-751-0080

EXECUTIVE COMMITTEE

DATE	TIME
February 10	1:00 – 3:00

Staff Contacts: Marcia Flesner, JoAnn Hanley – 573-751-1416

LICENSURE COMMITTEE

DATE	TIME
January 21	1:00 – 3:00
February 23	9:00 – 11:00

Staff Contacts: Lori Scheidt, Calvina Thomas – 573-751-0069

PRACTICE COMMITTEE

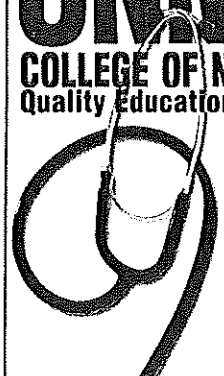
DATE	TIME
January 19	1:00 – 3:00
February 3	1:00 – 3:00
February 26	1:00 – 3:00

Staff Contacts: Rachel Davis, Rita Tadych – 573-751-0073

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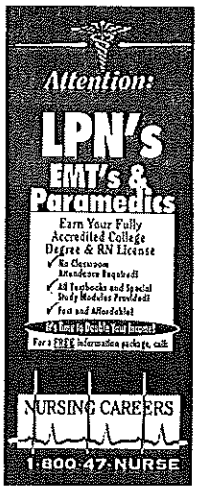
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Renewal notices were mailed to all RNs with current licenses expiring on April 30, 1999 approximately the first week in February. If you do not receive your renewal notice by March 1, please contact our office immediately so a duplicate renewal notice can be mailed to you.

YOU MUST RENEW YOUR NURSING LICENSE ON OR BEFORE APRIL 30, 1999 IF YOU PLAN TO PRACTICE NURSING IN THE STATE OF MISSOURI. If you fail to renew your nursing license by April 30, 1999 you may not continue to practice nursing in Missouri.

You may contact our office in one of the following manners - please give us your name, Missouri license number, current mailing address and daytime telephone number. Name changes will only be accepted by mail or fax and MUST be signed.



INTERNET E-MAIL: rbrockma@mail.state.mo.us
(address changes only)



FAX -- 573-751-6745 or 573-751-0075



MAIL - Missouri State Board of Nursing, P O Box 656, Jefferson City, MO 65102-0656



CALL - 573-751-0681
(address changes only)

Practice Corner

Most of the content in this section is developed by Rita Tadych, PhD, RN, Assistant Director for Discipline and Practice. Please be advised that her content is not intended to represent the legal opinions or views of the Board. Content included in this section that was developed by the Missouri State Board of Nursing is identified as that of the Board.

Statutes

The beginning of each year ushers in Missouri's Legislative Session. This is a time when we begin to hear about the legislature's introduction of various House Bills or Senate Bills. What may not be clear to all of us is that House Bills or Senate Bills are about changing of laws or making of laws called 'statutes'.

If you want to review proposed House or Senate legislation and legislative developments during the session, periodically go to either http://www.house.state.mo.us or http://www.senate.state.mo.us. These websites also have general information on the legislative process and how a bill becomes a law.

Existing Missouri statutory laws can be found in the *Revised Statutes of Missouri* (RSMo), published by the Joint Committee on Legislative Research, or can be examined at the website, http://www.moga.state.mo.us/STATUTES/STATUTES.HTM.

I have included a listing of particular statutes that may be of interest to nurses at the Board of Nursing's website, http://www.ecodev.state.mo.us/pr/nursing, within the 'Focus on Practice' button.

Rules/Regulations

Promulgated to further define particular statutes, a rule/regulation may be defined as an order of an authorized legal authority, such as a licensing Board, which prescribes or directs conduct, action, procedure, or arrangement.

Existing Missouri regulatory laws can be found in the *Code of State Regulations* (CSR), published by the Secretary of State's Office. There is no website access, at this time, to all Missouri rules/regulations. You may, however, find Nursing's rules at its website. In fact, I think you may be able to review most Boards' rules (and statutes) through their respective websites.

All proposed new rules and proposed

Continued to page 18

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The Missouri Baptist College is seeking a Director of Nursing for its BSN Completion Program.
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Dr. Clark Triplett
Division Chairman of Social and Behavioral Sciences
MISSOURI BAPTIST COLLEGE
One College Park Drive, St. Louis, MO 63141-8698
FAX: (314) 434-7596 E-mail: triplett@mobap.com.edu

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NEURO/TRAUMA DEPARTMENT — STAFF RN
Experience: Neuro, Trauma, Step-Down. Certification: ACLS, BCLS.

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St. Mary's Hospital

PRACTICE CORNER
(Continued from page 17)

amendments to existing rules are published in the *Missouri Register*, which is generally issued on the 1st and 15th of each month. Nurses and other members of the public have at least thirty (30) days from the date of a proposed rule's appearance in the *Missouri Register* to submit written comments to the entity that filed the rule. For more information about the rulemaking process, go to the Board of Nursing website within the 'Focus on Practice' button.

I have included a listing of particular rules/regulations that may be of interest to nurses on the Board of Nursing's website within the 'Focus on Practice' button.

Scope of Practice

Nurses must have knowledge of those statutes and rules/regulations that affect their individual practice and that address the legal parameters in which they are authorized to practice nursing and provide delegated medical health care services. Various state, or even federal, statutes or rules/regulations may regulate different aspects of nurses' practice, practice within specific settings or geographic areas, or reimbursement.

Primarily utilized in the following scope of practice statements is the *State of Missouri Nursing Practice Act* (1995).

Registered Professional Nurse Scope of Practice

Pursuant to the Nursing Practice Act (1998), registered professional nurses [statute, 335.016 (9), RSMo] are able to independently perform 'nursing acts' including, but not limited to, the entries under (a) through (e) of the statute, 335.016 (9), RSMo, as long as they defensibly have the requisite specialized education, judgment, and skill and an authorized prescriber's order to administer medications and treatments when indicated [335.016 (9)(c), RSMo]. Registered professional nurses may perform 'nursing acts' without physician oversight [see also Missouri Supreme Court case, Sermchief v. Gonzales, 660 S.W.2d 683 (Mo.banc 1983)].

If registered professional nurses (RNs) are to perform acts "prescribed by a person licensed by a state regulatory board to prescribe medications and treatments" [335.016 (9)(c), RSMo] as part of a patient's care, an authorized prescriber-registered professional nurse relationship must clearly be in place and verbal or written orders from and cosigned by the authorized prescriber delegating the acts would be needed by RNs. The acts being delegated must be within the scope of practice of the authorized prescriber and the RNs must have the ability to perform the delegated acts defensibly, safely, and competently.

For example, a physician-registered professional nurse contractual relationship may be established for the performance of 'medically delegated acts' by a registered professional nurse in at least two ways:

First, a professional relationship between a physician and a RN can be established and exercised through the traditional means of specific, and later cosigned, verbal orders from a physician or written orders, possibly in the form of protocols or standing orders, generated and signed by a physician and carried out by a RN. In this case, the relationship is not based on a jointly agreed upon practice arrangement and, therefore, would not constitute a collaborative practice arrangement.

Second, a registered professional nurse who is not recognized by the Missouri State Board of Nursing as an advanced practice nurse within a specific clinical nursing specialty area and role may enter into a written collaborative practice arrangement with a physician pursuant to the statute, 334.104.1, RSMo, and rule, 4 CSR 200-4.200 Collaborative Practice. Through a written agreement, jointly agreed upon written protocols, or written standing orders for the delivery of health care services, a physician may delegate to a RN who is not an advanced practice nurse the authority to administer or dispense drugs and provide treatment within the RN's scope of practice and consistent with the RN's skill, training, and competence.
9/98

Licensed Practical Nurse Scope of Practice

Pursuant to the Nursing Practice Act (1998), licensed practical nurses [statute, 335.016 (8), RSMo] are able to perform 'nursing acts' that they defensibly have the requisite specialized skill, judgment, and knowledge to perform only "under the direction of a person licensed by a state regulatory board to prescribe medication and treatments or under the direction of a registered professional nurse" [see also statute, 335.016 (9) (e), RSMo, and rule, 4 CSR 200-5.010 Definitions (i.e., proper supervision)]. Licensed practical nurses, by statutory law, are not authorized to independently perform nursing care/acts. It is essential, therefore, for licensed practical nurses to have ongoing defensibility with respect to under whose specific direction (i.e., supervision) they are working at any given time. Furthermore, it is important for licensed practical nurses to have immediate access, at all times, to the individual (e.g., physician, registered professional nurse) under whose direction they are working when, for example,:

(a) patients' care needs exceed their legal scope of practice;
(b) patients' care needs surpass their knowledge, education, skills, training, or experience; or
(c) patients' conditions indicate pressing importance of consultation or imminent referral consideration.

If licensed practical nurses (LPNs) are to perform acts prescribed by "a person licensed by a state regulatory board to prescribe medications and treatments" [335.016(8), RSMo] as part of a patient's care, an authorized prescriber-licensed practical nurse relationship must clearly be in place and verbal or written orders from and cosigned by the authorized prescriber delegating the acts would be needed by licensed practical nurses. The acts being delegated must be within the scope of practice of the authorized prescriber and licensed practical nurses must ensure that appropriate oversight is in place (see rule, 4 CSR 200-5.010) and that they possess the ability to perform the delegated acts defensibly, safely, and competently.

For example, a physician-licensed practical nurse relationship may be established for the performance of physician-delegated acts that are associated with prescribed medications and treatments: (a) through specific, and later cosigned, verbal orders from a physician; (b) through specific written orders from a physician; or (c) through written orders, possibly in the form of protocols or standing orders, generated and signed by a physician. The acts being delegated must be within the scope of practice of the prescribing physician and the licensed practical nurse must ensure that appropriate oversight is in place (e.g., physician, registered professional nurse) and that s/he possesses the ability to perform the delegated acts defensibly, safely, and competently. Licensed practical nurses must keep in mind that merely having physicians' orders for patients, however, does not mean that they also have physician oversight for their practice.
10/98

Continued to page 19

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Nursing Faculty Positions Open at Central
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Bachelors Program One tenure track position. RN with a minimum of masters degree in nursing. Certified FNP or certification eligible, doctoral degree preferred. Two years clinical experience in medical-surgical setting within last 5 years required. Teaching experience/clinical supervision of students desired.

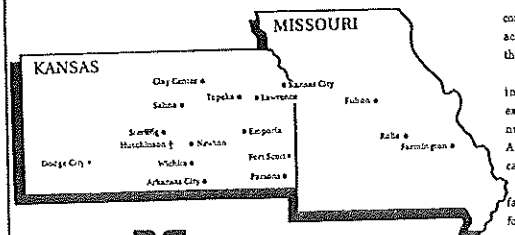
Masters Program One tenure track position in our new CMSU masters program. RN holding a masters degree in nursing and an earned doctorate (nursing preferred). Certified FNP or certification eligible required. Teaching experience and clinical supervision of students desired.

Compensation and rank for both positions determined by experience. Submit application and resume to Susan Morgan, Chair of Search Committee, Department of Nursing, Central Missouri State University, University Health Center, Room 102, Warrensburg, MO 64093. Review for both positions begins March 15, 1999 and continues until filled. AA/EEO/ADA

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NURSING DIRECTOR - North Central Missouri College, a public two-year college, is seeking applications for an Associate Dean of Allied Health Sciences. Applicants must have a master's degree in nursing and be eligible for licensure in Missouri. Applicants must submit a letter of application, resume, unofficial transcripts, and four references. To request complete position description, contact **North Central Missouri College, Personnel Office, 1301 Main, Trenton, MO 64683.** NCMC is an EOE educator and employer.

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Missouri Locations: Farmington, Fulton and Rolla

PRACTICE CORNER
(Continued from page 18)

Advanced Practice Nurses

Advanced Practice Nursing and Collaborative Practice: A Regulatory Perspective

Advanced Practice Nursing. In 1993, the Missouri Legislature and Governor provided statutory legitimacy to advanced practice nursing with House Bill 564. The Missouri State Board of Nursing's rule, 4 CSR 200-4.100 Advanced Practice Nurse, which further defined this statute, 335.016 (2), RSMo, and instituted an advanced practice nurse application process, became effective June 30, 1996, with a modest amendment effective October 30, 1997.

In order to call, title, represent, or designate oneself or practice as an advanced practice nurse within a particular clinical nursing specialty area (e.g., family, women's health, medical-surgical, pediatric, etc.) and role (i.e., nurse anesthetist, nurse midwife, nurse practitioner, or clinical nurse specialist), a nurse must be licensed as a registered professional nurse in the State of Missouri and must be granted a 'Document of Recognition' from the Missouri State Board of Nursing. The 'Document of Recognition' is not a separate license. Rather, the 'Document of Recognition' indicates the particular advanced practice nurse title that is to be used by the individual and specifies the legal scope of advanced nursing practice.

Confirmation of whether a registered professional nurse has current advanced practice nurse status can be accomplished by contacting the Missouri State Board of Nursing. Also available to the public is a monthly updated roster of Board-recognized advanced practice nurses, which includes recognitions that have expired. Grounds exist for investigation and discipline of registered professional nurses' licenses for titling, designating, or representing themselves or practicing as advanced practice nurses in Missouri when advanced practice nurse recognition has never been sought or when recognition has expired because continued recognition requirements were not met prior to the expiration date on their 'Document of Recognition'.

Collaborative Practice Arrangements. In 1993, pursuant to House Bill 564, the Missouri Legislature and Governor provided statutory authority for physicians and registered professional nurses who were advanced practice nurses to engage in written collaborative practice arrangements. Further defining this statute, 334.104.2, RSMo, was the Missouri State Board of Nursing's and State Board of Registration for the Healing Arts' joint rulemaking activity on collaborative practices by physicians with registered professional nurses who are recognized as advanced practice nurses within a particular clinical nursing specialty area and role. The rule, 4 CSR 200-4.200 (Nursing) or 4 CSR 150-5.100 (Healing Arts) Collaborative Practice, became law on September 30, 1996, with a modest amendment effective October 30, 1998.

In order to perform advanced practice nurse delegated medical acts that would be specified in a written collaborative practice arrangement with a physician, meeting the requirements of the Advanced Practice Nurse Rule and, thereby, securing a 'Document of Recognition' is a necessary precursor. Grounds exist for investigation and discipline of registered professional nurses' and physicians' licenses for engaging in written collaborative practice arrangements wherein the delegations are to the registered professional nurse as an advanced practice nurse when the particular nurse is not recognized as an advanced practice nurse within any clinical nursing specialty area or role.

Although collaborative practice arrangements are defined in 334.104.2, RSMo as written agreements, jointly agreed upon written protocols, or written standing orders for the delivery of health care services, advanced practice nurses often secure written agreements with collaborating physicians.

Within the rule, 4 CSR 200-4.200 Collaborative Practice, there are several required collaborative practice entries that either the Board of Nursing or Healing Arts would look for in collaborating professionals' written agreements or their attachments:

- Agreement must establish "guidelines for consultation and referral to collaborating physician or designated health care facility for services or emergency care beyond the education, training, competence, or scope of practice of" advanced practice nurse [see (3)(D) of rule]
- Collaborative practice arrangement must be written agreement, jointly agreed upon protocols, or standing orders "specific to the clinical conditions treated" by collaborating physician and advanced practice nurse [see (3)(G) of rule]
- Collaborative practice arrangement must be signed and dated by both collaborating physician and advanced practice nurse before implementation, and signatures must signify "that both are aware of its content and agree to follow" its terms [see (3)(H) of rule]
- "The collaborative practice arrangement and any subsequent notice of termination..." "shall be in writing" and maintained for a minimum of eight years after termination [see (3)(H) of rule]
- The collaborative practice arrangement must identify the process for review and management of abnormal test results [see (4)(D) of rule]
- ...collaborating physician, "or other physician designated in the collaborative practice arrangement" [see (2)(B),(3)(J), (4)(A), & (3)(I)9. of rule]

Other pertinent collaborative practice arrangement themes specified in the Collaborative Practice Rule that should be viewed as particularly significant to collaborating professionals with respect to the design, implementation, and defensible documentation of their practice together include:

- Scope or mutual scopes of practice [see (3)(A),(3)(B),(3)(C), & (3)(I)11. of rule]
- One calendar month practice together [see (2)(C) of rule]
- Physician's number of collaborative practice arrangements limitations [see (4)(C) of rule]
- Thirty (non-HPSA) or fifty (HPSA) road mile distance from one another [see (2)(B) of rule]
- Physician availability [see (2)(A),(2)(B), & (4)(A) of rule]
- Other physician designated in the collaborative practice arrangement [see (2)(B), (3)(J),(4)(A), & (3)(I)9. of rule]
- Physician two week review provisions [see (3)(J),(4)(B), & (4)(C) of rule]
- Process and documentation of review on file in collaborative practice setting [see (4)(F) of rule]
- Prescription pad requirements [see (3)(I)7. of rule]
- Controlled substance limitations [see (3)(I)9. of rule]
- Dispensing logs and 72 hour dispensing boundaries [see (3)(I)8.,(3)(I)10. of rule]
- Dispensing of drug samples [see (3)(I)10. of rule]
- No further delegation specifications [see (3)(E) of rule]
- Diagnosis and initiation of treatment for acutely or chronically ill or injured parameters [see (2)(B),(2)(C), & (4)(C) of rule]
- Conditions other than acute self-limited or well-defined problems parameters [see (3)(J) of rule]
- Provision of care to well patients or to those with narrowly circumscribed conditions parameters [see (3)(E) of rule]
- Population-based (public) health services [see (4)(E) & (5) of rule]
- Review and revision of collaborative practice arrangement as needed [see (3)(H) of rule]
- Physician accountability for delegated medical acts [see (3)(I)1. of rule]

It should be kept in mind that the requirements inherent in the above state statutes and rules regarding advanced practice nursing and collaborative practice may need to be interfaced with the requirements of other pertinent state or federal statutes and rules. It is imperative that advanced practice nurses comprehend their scope of practice and standards of care accountabilities and responsibilities, securing and utilizing all primary source data and documents that have any connection to their practice, its setting, its patients, its avenues of reimbursement, and so forth. The Collaborative Practice Rule states that the Missouri State Board of Nursing has the right and duty to discipline advanced practice nurses for "violations of any state or federal statutes, rules, or regulations regardless of the licensee's participation in a collaborative practice arrangement" [see (4)(G) of rule].

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Continued to page 20

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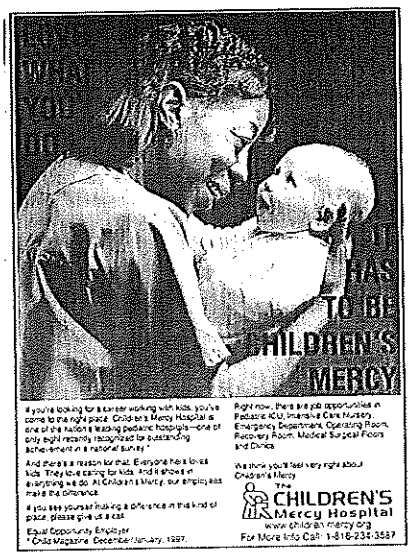
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PRACTICE CORNER
(Continued from page 19)

Frequently Asked Practice Questions

This is a section that I will try to maintain within each issue of the Newsletter. Please feel free to send me questions you would like to see me address here, keeping in mind the disclaimer made at the beginning of the 'Practice Corner'. You may reach me by mail at the Board address, e-mail (rtadych@mail.state.mo.us), or fax (573-751-0075). To speak directly to me, call 573-751-0073.

Registered Professional Nurse & Licensed Practical Nurse

Q: I have recently gotten my RN license in Missouri after working for years as a Missouri licensed LPN. Both my RN and LPN licenses are current and active. I have interviewed at health care facilities where they offer me LPN positions or even unlicensed assistive personnel (UAP) positions because they say no RN positions are available. What about taking a job in a health care environment other than as a RN?

A: If you have both an active and current RN license and LPN license, you may elect to "work" under either one. I caution you to remember that whatever the "job title" or "job slot" being used by an employing health care entity, your practice will be considered on the basis of a reasonable and prudent nurse with your specific knowledge, education, skills, training, experience, and licensure status. Given that the highest level of these characteristics of accountability and responsibility is RN, this fact would be a consideration, for example, by a plaintiff attorney in the discovery process, regarding behavioral expectations of your practice (regardless of entity "job title" or "job slot" being assumed in a given situation). Furthermore, once licensed as either RNs or LPNs, licensees who assumes UAP job slots/titles do not then become a UAP. Again, licensed nurses continue to possess their specific knowledge, education, skills, training, experience, and licensure status and are accountable and responsible on the basis of these facts.

Q: Can I, as a RN, write a physician's verbal drug order as a verbal order on the physician's prescription pad, sign the physician's name followed by my own signature, and then send the patient off to the pharmacist with this prescription?

A: No. Pursuant to the statute, 338.095.2 RSMo, a RN can act as the authorized agent of the physician to telephone or electronically transmit a physician's prescription to a pharmacist. According to the rule, 4 CSR 220-2.018 Prescription Requirements (1)(C). "In order for a prescription to be valid for purposes of dispensing a medication by a pharmacy, it must conform to all requirements as outlined in sections 338.056 or 338.196, RSMo, and contain the following information:"..."(C) The prescriber's name, if an oral prescription, signature if a written prescription;" In other words, it must be the prescriber's signature.

Advanced Practice Nurse

Q: I am graduating soon with a masters degree from an advanced practice nursing program (nurse anesthesia, nurse midwifery, nurse practitioner, clinical nurse specialist) and want to start pursuing a position. Given the requirements of the rule, 4 CSR 200-4.100 Advanced Practice Nurse, what can I say to prospective employers when I do not yet have a 'Document of Recognition'?

A: *May I suggest something like the following:* There are provisions in the Missouri State Board of Nursing's rule, 4 CSR 200-4.100 Advanced Practice Nurse, which will allow me to call myself and practice as a graduate state clinical nursing specialty area and role you anticipate recognition as prior to taking the first available certifying examination for which I am eligible. I am actively engaged in the process of fulfilling the application requirements specified in the APN rule, the outcome of which I anticipate will be the receipt of a 'Document of Recognition' from the Missouri State Board of Nursing. *If applicable, you could then add:* Once I am recognized in this graduate category, I would then be able to engage in a written collaborative practice arrangement as an APN with a physician. *You will want to remind the prospective employer that, should you not be successful with the certification examination, your recognition immediately terminates upon receipt of such results and your title and practice returns to that of a registered professional nurse until certification examination is successful and Board recognition is secured.*

Q: As an employer of advanced practice nurses, how do I insure that I am hiring or have in my employ individuals who are appropriately recognized by the Missouri State Board of Nursing and are accurately representing themselves to the public?

A: The Missouri State Board of Nursing is available to assist employing entities, physicians, and other interested individuals in confirming advanced practice nurse status. With a telephone call to 573-751-0681, you are able to confirm whether particular registered professional nurses are currently licensed in Missouri as RNs and are currently Board of Nursing-recognized as able to call/title themselves and practice as advanced practice nurses within specific clinical nursing specialty areas and roles (i.e., nurse anesthetist, nurse midwife, nurse practitioner, clinical nurse specialist). The Missouri State Board of Nursing staff can also provide you with a form titled, 'Verification for RN License & APN Document of Recognition' for current or future use in checking on APN recognitions or continued recognitions. Employers are strongly encouraged to institute measures to ensure that continued recognition requirements are met before the expiration date on an APN's 'Document of Recognition', thereby not risking the interruption of services to clients due to a missed deadline and not subjecting the collaborating physician and APN to discipline by their respective Boards. The following 'Title Guidelines' can assist APNs in accurately representing themselves to the public.

MISSOURI STATE BOARD OF NURSING
ADVANCED PRACTICE NURSE
TITLE GUIDELINES

BASED ON 'DOCUMENTATION OF RECOGNITION' AND RULE, 4 CSR 200-4.100 ADVANCED PRACTICE NURSE (4)(B)

NO CERTIFYING BODY

—Clinical Nurse Specialist—
—Maternal-Child: John Doe, RN, M-CCNS
—Pediatric: Jane Doe, RN, PCNS
—Perinatal: John Doe, RN, PNCNS
—Women's Health: Jane Doe, RN, WHCNS

—Nurse Practitioner—
—Psychiatric Mental Health: John Doe, RN, P/MHNP

CERTIFYING BODY

—American Academy of Nurse Practitioners
Nurse Practitioner—
—Adult: Jane Doe, RN, ANP-C
—Family: John Doe, RN, FNP-C

—American College of Nurse Midwives
—Nurse Midwife: Jane Doe, RN, CNM

—American Nurses Credentialing Center
Nurse Practitioner—
—Acute Care: John Doe, RN, CS, ACNP
—Adult: Jane Doe, RN, CS, ANP
—Family: John Doe, RN, CS, FNP
—Gerontology: Jane Doe, RN, CS, GNP
—Pediatric: John Doe, RN, CS, PNP
—School: Jane Doe, RN, CS, SNP
Clinical Nurse Specialist—
—Adult Psychiatric/Mental Health: John Doe, RN, CS, AP/MHCNS
—Child-Adolescent Psychiatric/Mental Health: Jane Doe, RN, CS, C-AP/MHCNS
—Community Health: John Doe, RN, CS, CHCNS
—Gerontology: Jane Doe, RN, CS, GCNS
—Home Health: John Doe, RN, CS, HHCNS
—Medical-Surgical: Jane Doe, RN, CS, M-SCNS

Continued to page 21

WOUND OSTOMY CONTINENCE NURSE EDUCATION PROGRAM–Sponsored by The University of Texas M.D. Anderson Cancer Center and Via Christi Regional Medical Center in Wichita, Kansas, 4/19/99 to 5/14/99. RN with baccalaureate degree required. Cost: $3200. 360.4 Contact hours. Application deadline 3/22/99. Contact Beverly Hampton at (713) 745-0219 or Ilene DuPont at (316) 689-6440.

REGISTERED NURSES
Christian Hospital, a vital member of St. Louis' BJC Health System,℠ is committed to helping employees build healthy careers. Our organization provides the St. Louis metro area with the very best health care. We need to bring more talented, motivated people to our team. Qualifications:

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* Minimum of two years med/surg hospital experience
* Current MO RN license

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Christian Hospital offers an excellent salary and benefits package along with on-site child care facility, fitness facility and relocation assistance. All qualified candidates may contact, in confidence, Recruiter, Human Resources at (314) 653-5305 or 5140. Resume may be faxed to (314) 653-4338 or mailed to:

BJC HEALTH SYSTEM℠ CHRISTIAN HOSPITAL
11133 Dunn Rd., St. Louis, MO 63136
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E.O.E. M/F/D/V

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For more information, e-mail gstewart@peacehealth.org., call toll-free 888-910-5656 or write:

Human Resources
Ketchikan General Hospital
3100 Tongass Avenue
Ketchikan, AK 99901
www.ktn.net/kgh
PeaceHealth

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Norton Sound Regional Hospital
Human Resources, Box 966, Nome, AK 99762
907-443-4525 or fax resumes to
907-443-2085

PRACTICE CORNER
(Continued from page 20)

—Council on Certification of Nurse Anesthetists
—Nurse Anesthetist: John Doe, RN, CRNA

—National Certification Board of Pediatric Nurse Practitioners and Nurses
Nurse Practitioner—
—Pediatric Jane Doe, RN, CPNP

—National Certification Corporation for the Obstetric, Gynecologic and Neonatal Nursing Specialties
Nurse Practitioner—
—Women's Health: John Doe, RNC, WHNP
—Neonatal: Jane Doe, RNC, NNP

—Oncology Nursing Certification Corporation
Clinical Nurse Specialist—
—Advanced Oncology:
John Doe, RN, AOCN, CNS

(Note: For those who want to include education degree credentials, placement of degree credentials after name and before RN is suggested. Individuals recognized with graduate status are to insert "G" in front of board-recognized advanced practice nursing clinical specialty area and role designation-e.g., GFNP, GM-SCNS, GNM, GRNA–as in John Doe, RN, GFNP, Jane Doe, RN, GM-SCNS, John Doe, RN, GNM, Jane Doe, RN, GRNA)

5/97
Revised 8/98, 12/98

Unlicensed Assistive Personnel

Q: Where do I find more information to assist me in determining what patient care I can and cannot delegate to unlicensed individuals?

A: You will want to review the statute, 335.081 RSMo, for any applicability to your situation and also peruse the National Council of State Boards of Nursing's website, http://www.ncsbn.org/files/delegation.html, for its information regarding UAPs and delegations to UAPs. For example, National Council's website includes a delegation decision-making tree. The rule, 4 CSR 200-5.010 Definitions, provides a definition of proper supervision, a critical behavior to be implemented once delegation of care has been determined to be appropriate. The Missouri State Board of Nursing also has two pertinent position statements, Unlicensed Assistive Personnel and Non-Nurse Caregivers in Emergency Departments. National nursing organizations and certain nursing specialty areas' national organizations may also provide position statements and other information that may facilitate you in making defensible, reasonable, and prudent nursing judgements about whether or not to delegate. The American Nurses Association, for example, has position statements on the utilization of unlicensed assistive personnel at http://www.nursingworld.org/readroom/position/index.html.

What Is A Disciplined License?

Liz Cardwell RN, M.Ed. Discipline Coordinator

I am frequently asked by employers whether a nurse, whose license has been disciplined by the Missouri State Board of Nursing, is able to practice nursing. I hope that the following descriptors of the types of the disciplinary actions will answer that question. The license of a nurse can be disciplined by one of four methods: censure, probation, suspension or revocation. On occasion the board may choose to combine a period of suspension followed by probation. All disciplinary action and the cause for discipline is open record.

A censure is a single disciplinary action declared in a legal document. A censure identifies the facts of the unacceptable activity and is public information. There are no requirements for the nurse to adhere to, however this action remains in the licensee's file permanently.

Probation is a period of time, determined by the board of nursing, wherein there are specific requirements identified. The Nursing Practice Act states the probationary period is not to exceed five years. Requirements may include but not be limited to the following: meeting with a member of the board's professional staff; employer evaluation; chemical dependency evaluation; mental health evaluation; probation/parole status; urine drug screens; AA/NA meeting attendance; and/or continuing education hours. Additionally, there may be one or more employment restrictions: not carrying narcotic keys; not administering controlled substances; no nights or evenings; on site supervision; no home health/temporary agency/durable medical equipment. The requirements are correlated with the behaviors that resulted in disciplinary action so that the public is protected from any re-occurrence of the activities that resulted in discipline.

Suspension is the period of time wherein the nurse may not practice nursing. The Nursing Practice Act restricts the period of suspension to three years or less. During a period of suspension, the nurse will be responsible for meeting the requirements addressed in the previous paragraph.

Revocation is the most severe of disciplinary actions. After revocation, the individual must begin with licensure application which may include taking the licensure examination. Individuals may not apply for licensure until a year has lapsed after the date of the revocation.

In summary, it is evident that a nurse whose license is revoked or suspended for a period of time may **not** practice nursing. The license of a nurse which is on probation may practice nursing, but there **may be practice restrictions**, that you, as a potential employer should be aware of. Censure of a nurse's license does not effect their ability to practice.

INVESTIGATIVE SECTION OF MISSOURI STATE BOARD OF NURSING

The Missouri State Board of Nursing currently employs the services of three (3) staff investigators. This investigative staff consists of the Chief Investigator, George Snodgrass, who's office is located in Jefferson City, and two field investigators who are assigned to Missouri's largest metropolitan areas. Duane Leiter is assigned to the Kansas City area and Mr. Robert Ehrhard, who is assigned to the St. Louis area.

Due to the volume of complaints processed each year by the Board, the current number of staff investigator's would be unable to keep pace. However, to complement the staff investigators, the Missouri State Board of Nursing also uses the services of 13 contract and sub-contract investigators, who are selected and assigned cases according to geographic areas of the state. The contract investigators are identified as follows according to their assigned geographic area.

WEST & NORTHWEST	SOUTHWEST	CENTRAL
Gary G. Worden	Lester D. Tuell	Tom M. Crain
Terryl L. Anderson	Michael D. Downs	Randal D. Oitker
	Robert M. Cirtin	Alan R. Mitchell
		Calvin W. Culp

EAST / NORTHEAST	SOUTHEAST
Wayne E. Brocato	Jonathan B. Knehans
Walter B. Miller	Kathryn M. Skelton

The average experience for both staff and contract investigators ranges from 25 to 35 years in areas of investigation, which is compatible with the type of work required by the Missouri State Board of Nursing (i.e. health care field). The Missouri State Board of Nursing and board staff at the March 1999 Board meeting will bid farewell to Duane Leiter. Mr. Leiter will retire with 14 1/2 years of State service on February 28, 1999. A reception in his honor will be held on March 5, 1999 in room 750 of the Truman State Office Building in Jefferson City, Missouri. The reception is open to the public.

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Primary Care RN Managers
Consider joining our team of healthcare professionals at **PRIME HEALTH MEDICAL GROUP.** We have excellent opportunities for you throughout the Kansas City metropolitan area.

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Disciplinary Actions

Licenses Revoked

Name	License Number	Violation	Date
Merriott, Kim	PN045443	Violation of existing agreement with the Missouri State Board of Nursing. Did not submit documentation or attend required meetings.	10/26/98
Sanders, Tommy	PN033669	Violation of existing agreement with the Missouri State Board of Nursing. Did not submit documentation or attend required meetings.	10/26/98
Thomas, Linda	RN098261 PN025416	Physically restrained a resident and forced him to take medications against his will. Did not consult attending physician or facility director, did not seek alternative ways of administering the medication, and did not otherwise attempt to persuade the resident to take the medication.	11/02/98

Licenses Probated

Name	License Number	Violation	Date
Eye, Paula	PN050052	Probation for 4 years. Pled guilty to two felony counts of Forgery.	12/14/98
Evans, Lynn	PN023550	Probation 3 years for possession and consumption of cocaine.	11/16/98
Gaunt, Joni	PN058143	Licensee was placed on probation with the Missouri State Board of Nursing on 5/18/95. Licensee failed to comply with the terms of the probation and on 1/28/97, Licensee's license was revoked. Licensee made reapplication. Licensee was issued a Board Order for 3 years probation in lieu of denial of request for licensure.	11/16/98
Hall, Janice	PN013015	Probation for 2 years. Misappropriated a controlled substance for own Personal consumption.	08/31/98
Harbrucker, Sona	PN054341	Probation for 1 year. Had orders to instill 15cc of soda into the jejunostomy tube of patient #1 to assure potency of the feeding tube; however, erroneously injected the soda into the patient's central venous catheter.	12/17/98
Hunt, Marsha	PN027530	Probation for 3 years. Misappropriated medication for own Personal consumption.	12/01/98
Hutter, Jerry	RN072606	Probation for 2 years. Misconduct in the performance of duties.	11/30/98
Jackson, Marybeth	PN032755	Probation for 3 years. Diverted medication for own personal consumption.	11/6/98
Johnson, Jeanette	RN108780	Probation for 4 years. Misappropriated a controlled substance for own Personal consumption.	12/25/98
Olson, Linda	RN127348	Probation for 2 years. Misappropriated medication for own Personal consumption.	12/01/98
Murphy, John	RN132160	Probation for 5 years. Misappropriated a controlled substance for own Personal consumption.	11/23/98
Peyton, Karen	RN087972	Probation for 2 years. Requested Demerol for patients but did not chart the Administration of this drug to any patient.	12/25/98
Plocek, Stacy	RN120190	Probation for 3 years. Obtained a prescription slip and wrote herself a prescription for Fiorinal #3 and forged the doctor's name to the prescription. Licensee took the forged Fiorinal #3 prescription to the pharmacy and obtained the medication.	01/02/99
Schroeder, Mark	RN120441	Probation for 3 years. Failed to adhere to hospital policies, accurately document all patient assessments, doctors' orders and medications administered, failed to adhere to universal precaution standards; utilize proper sanitation procedures; and failed to follow blood product management.	11/30/98
Veo, Angie	RN153074	Probation for 3 years. Tested positive for marijuana.	12/10/98
Wheeler, Keith	RN129203	Probation for 5 years. Misappropriated a controlled substance for own Personal consumption.	5/16/99

Licenses Suspended

Name	License Number	Violation	Date
Wheeler, Keith	RN129203	Suspended for 6 months. Misappropriated a controlled substance for own Personal consumption.	11/16/98

Licenses Censured

Name	License Number	Violation	Date
Honea, Carol	RN131485	Enabled graduate nurse to practice after learning that licensee had failed the exam.	12/31/98
Howard, Debra	PN145177	Improperly administered 25mg of Demerol and 25mg of Phenergan intravenously through the central line. As a result of Licensees conduct, patient #1 experienced Apnea resulting in cyanosis and oxygen saturation levels as low as 40%.	12/22/98
Macy, Barbria	PN017958	Failure to monitor patient.	11/30/98

* Surrender is not considered a disciplinary action under current statutes.

Licenses Surrendered *

Name	License Number	Violation	Date
Gentle, Mike	RN071322	Voluntarily surrendered license.	11/10/98
Gerke, Stephen	RN031469	Voluntarily surrendered license.	11/08/98
Henning, Christine	PN055030	Voluntarily surrendered license.	10/26/98
Stocklaufer, Sharlyn	PN036057	Voluntarily surrendered license.	12/01/98

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• A $500 Bonus (paid after completion of 6 months employment)
• A $1,000 Merit increase (paid after completion of one year employment)

Mail/FAX resume to:
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Attn: Human Resources
5931 Hwy. 94 South
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IV THERAPY COURSES

Section 335.017, RSMo of the Nursing Practice Act provides Licensed Practical Nurses, instructed and trained by Board approved programs, to perform selected acts of administration of intravenous fluid treatment. The rule 4 CSR 200-6.010, effective April 24, 1984, established the process and guidelines for approved programs offering the course, defined the curriculum and identified the specific acts that IV certified LPNs may perform.

The IV Therapy program has grown to include seventy-seven approved agencies across the state. Fifty-four of the approved programs reported in fiscal year 1998 that they held a total of 119 courses with 1,343 LPNs enrolled. Out of that group, 1,186 obtained certification. To date, 13,490 (59%) of the 23,043 currently licensed LPNs are IV certified. Approved IV certified programs will continue to be busy training the remaining 41%. The revised Minimum Standards, which go into effect on February 28, 1999, will add the IV Therapy course to the curriculum of LPN programs. Staff from the Education section of the Board have listed the approved programs, their location and a contact person for individuals who are interested in still attending a course.

APPROVED LPN/IV THERAPY COURSES IN MISSOURI

NAME OF PROGRAM	CONTACT	ADDRESS	TELEPHONE NUMBER
Boonville AVTS	Janie Higgins, RN	1694 Ashley Road Boonville, Mo. 65233	(660) 882-5306
Brookfield Area Career Center	Linda Neeley, RN	Rt. 3, Box 230-C Brookfield, Mo. 64628	(660) 258-2683
Cameron Community Hospital, Inc.	Cheryl Gibson, RN	1015 West Fourth, P.O. Box 557 Cameron, Mo. 64429-0557	(816) 632-2105
Cape Girardeau AVTS	Carol Kronawetter, RN	301 North Clark Avenue Cape Girardeau, Mo. 63701	(573) 334-0826
Carrollton AVTS	Patricia Groce, RN	305 East Tenth Street Carrollton, Mo. 64633	(660) 542-0000
Cass Career Center	Barbara Walters, RN	1600 E. Elm Harrisonville, Mo. 64701	(816) 380-3251
Christian Hospital N. E.	Gail Murphy	11133 Dunn Road St. Louis, Mo. 63136	(314) 653-5163
Citizens Memorial Hospital	Kathryn Wehmeyer	1500 North Oakland Bolivar, Mo. 65613-3999	(417) 326-6599
Columbia Area Health Occupation Cnt.	Joyce Farrar	500 Strawn Road Columbia, Mo. 65203	(573) 886-2276
Comm Health Services, Inc.	Robyn Paul, RN	112 West Adams Avenue St. Louis, Mo. 63122	(314) 965-8655
Crestview Home, Inc.	Margie Hahler	P. O. Box 430 Bethany, Mo. 64424	(660) 425-3128
Crowder College	D'Ann Dennis	601 Laclede Avenue Neosho, Mo. 64850	(417) 451-4700
Denman Pharmacy Services	Rosemary Hose	1024 Broadway St., P.O. Box 3891 Quincy, IL 62301	(217) 228-6217
Dr. Intravenous Therapy Consulting	Darnell Roth	3929 Meramec Street St. Louis, Mo. 63116	(314) 664-3611
Four Rivers AVTS	Christy Gildehaus, RN	330 East 11th Street Washington, Mo. 63090	(314) 239-7777
Franklin Technical School at MSSC	Betty Wright	2020 Iowa Joplin, Mo. 64801	(417) 625-5290
Fred's Pharmacy	Sharon Garcia, RN	6394 College Blvd Overland Park, KS 66211	(800) 285-8604
Gen. Leonard Wood Army Comm. Hospital	Maria Teran-MacIver	310 Freedom Drive Ft. Leonard Wood, Mo. 65473-8922	(573) 596-0472
Gibson AVTS	JoAnn Chalfant, RN	P.O. Box 159 Reed Springs, Mo. 65737	(417) 272-3459
Golden Valley Memorial Hospital	Joyce Salmon	1600 North Second Clinton, Mo. 64735	(660) 885-5511
Grand River Technical School	Charlene Hoskins, RN	1200 Fair Street Chillicothe, Mo. 64601	(660) 646-3414
Hannibal AVTS	Sue Labuary	4550 McMaster's Avenue Hannibal, Mo. 63401-2385	(573) 221-4430
Home Care Pharmacy	Lloyderne Zieman, RN	7000 NW Prairie View Road, Suite 150B Kansas City, Mo. 64151	(816) 587-9400
House Parenteral Services, Inc.	Debbie Cain, RN	2040 West Vista Springfield, Mo. 65807	(417) 887-7525
Interlock Pharmacy Systems, Inc.	Nancy Barden	345 Dunn Road Florissant, Mo. 63031	(314) 921-4242
Jefferson Memorial Hospital	Bambi Haverstick	Highway 61, Box 350 Crystal City, Mo. 63019	(314) 933-1686
Kirksville Area Technical Center	Linda Conner	1103 S. Cottage Grove Kirksville, Mo. 63501	(660) 665-2665
Kirksville Manor Care Center	Renea L. Scott	1705 East LaHarpe Kirksville, Mo. 63501	(660) 665-3774

NAME OF PROGRAM	CONTACT	ADDRESS	TELEPHONE NUMBER
Lee Le-Ray Technical School	D. Bernice Wagner, RN	2323 High School Drive Lexington, Mo. 64067	(816) 259-2266
Managed HealthCARE Pharmacy	Gloria Carlile	1947 West Sunset,S200 Springfield, Mo. 65807	(800) 545-6320 Ext. 107
Manor Care Health Services	Cindy Green, RN	2915 South Fremont Springfield, Mo. 65804	(417) 883-4022
Medlife Pharmacy	Cheryl Roberts	11131 West 79th Street Lenexa, KS 66214	(913) 894-8282
Mineral Area College	JoAnne Blair	P.O. Box 1000 Park hills, Mo. 63502	(573) 431-4593
Moberly Area Community College	Ruth Jones, RN, MSN	101 College Avenue Moberly, Mo. 65270	(660) 263-4110, Ext. 250
N. S. Hillyard Technical School	Patricia Alt, RN	3434 Faraon Street St. Joseph, Mo. 64506	(816) 671-4170
NCS HealthCare	Lawana Russell	1400 W. Walnut Suite 125 Rogers, AR 72756	(501) 631-7548
NCS HealthCare	Diane Clevenger	11720 East 23rd ST. Independence, Mo. 64050	(816) 461-3764
Nevada Regional Medical Center	Sharron Johnson	800 South Ash Nevada, Mo. 64772	(417) 667-3355 Ext. 345
Nichols Career Center	Patricia Jentsch, RN	609 Union Street Jefferson City, Mo. 65101	(573) 659-3113
North Central Missouri College	Pat Dixon	1301 Main Trenton, Mo. 64683	(660) 359-3948 Ext. 309
Northeast Regional Medical Center	Nita Coale	315 S. Osteopathy Kirksville, Mo. 63501	(660) 785-3125
Northland Health Career Center	Jan Clark	2900 Randallwood Parkway Gladstone, Mo. 64119	(816) 452-4553
Northwest Technical School	Anita Espey, RN	1515 South Main Maryville, Mo. 64468	(660) 582-8311
Option Care	Julie Smith	3210 Bluff Creek Drive Columbia, Mo. 65201	(573) 874-1100
Ozarks Medical Center	Tina Talbert	P.O. Box 1100 West Plains, Mo. 65775	(417) 257-6793
Ozarks Technical Community College	Rhoni Starck, RN, BSN	P.O. Box 5958 Springfield, Mo. 65801	(417)895-7137
Penn Valley Community College	Carol Dyrd	3201 Southwest Trafficway Kansas City, Mo. 64111	(816) 759-4033
PharMerica/Ks	Susan Luechi, RN	9701 Reeder Rd Lenexa, KS 66214	(913) 492-0359
PharMerica/ Bridgeton	Kathryn Bell, RN	11133 Bridgeton Square Drive Bridgeton, Mo. 63044	(800) 291-5701
Pharmco MO	Tracy R. Jones, RN	915 Fee Fee Road St. Louis, Mo. 63043	(314) 205-0404
Pike/Lincoln Technical Center	Donna Francis, RN	Box 38 Bella, Mo. 63344	(573) 483-2900
Poplar Bluff School District	Jana Scott	3203 Oak Grove Rd Poplar Bluff, Mo. 63901	(573) 785-6857
Putnam County Memorial Hospital	Lola Williams RN, BSN	P.O. Box 349 Unionville, Mo. 63565	(660) 947-2411
Ripley County Memorial Hospital	Margie Smith, RN	109 Plum Street Doniphan, Mo. 63935	(573) 996-2141
RLB Education Services	Rebecca Barrow, RN	17408 Hi-Point Road Belton, Mo. 64012-6020	(816) 318-1855
Rolla Technical Institute	Gary L. Bartle	1304 East Tenth Street Rolla, Mo. 65401	(573) 364-3726
Sanford Brown College/KC	Elkhonda Chevenne	3320 East 19th Avenue North Kansas City, Mo. 64116	(816) 472-7400
Sikeston Public Schools	Pat Elledge	1002 Virginia Sikeston, Mo. 63801	(573) 472-8887
South Barry County Memorial Hospital	Joyce Noland	94 Main St. P. O. Box 608 Cassville, Mo. 65625	(417)848-4589
South Central AVTS	Oma Eachon	613 West First Street West Plains, Mo. 65775	(417) 256-6150 Ext. 211
Southeast Missouri Hospital	Gwen Thoma, RN	1701 Lacey Street Cape Girardeau, Mo. 63701	(573) 651-5810
St. Anthony's Medical Center	Melinda Meyer, RN, BSN, MS, ED	10010 Kennerly Road St. Louis, Mo. 63128	(314) 525-4511
St. Charles County Community College	Patricia Porterfield	4601 Mid Rivers Mall Drive St. Peters, Mo. 63376-0975	(314) 922-8280
St. Francis Medical Center	Gail Lichtenegger, RN	211 St. Francis Drive Cape Girardeau, Mo. 63701	(573) 339-6163
St. John's Regional Medical Center	Joan Wilson, RN	2727 McClelland Blvd. Joplin, Mo. 64804	(417) 625-2272
St Louis VAMC	Yvonne Von Der Abe, RN	#1 Jefferson Barracks St. Louis, Mo. 63125	(314) 652-4100 Ext. 6518
St. Luke's Hospital	Marlene Kissinger	232 South Woods Mill Road Chesterfield, Mo. 63017	(314) 205-4116
State Fair Community College	Cynthia Henke	3201 West 16th Street Sedalia, Mo. 65301	(660) 530-5800 Ext. 216
Sterling Health Care Services	Raymond E. Sisk, Jr. RN	205 Rodgers Miner, Mo. 63801	(573) 472-0608
Texas County Memorial Hospital	Oma Foehler	1333 South Sam Houston Blvd Houston, Mo. 65483	(417) 967-3331
Three Rivers Community College	Sharon L. Dykes, RN	2080 Three Rivers Boulevard Poplar Bluff, Mo. 63901	(573) 840-9685
Tri-County Technical School	Sue Green, Coordinator	Second and Pine Streets Ekkon, Mo. 65026	(573) 392-8060
Trinity Lutheran Hospital	Susan J. Bender	3030 Baltimore Avenue Kansas City, Mo. 64108	(816) 751-2281
Twin Rivers Regional Medical Center	Tena Wheeler	1301 First Street Kennett, Mo. 63857	(573) 888-4532
Visal Care, Inc./Owensville	Denise Powell, Coordinator	P.O. Box 5047, 1170 NE Industrial Park Rd 39301 Meridian, MS 39302	(800) 447-4095
Warrensburg AVTS	Marede Lewis	305 South Ridgeview Drive Warrensburg, Mo. 64093	(816) 747-2283
Waynesville Technical Academy	Glenda Cole	810 Roubeau Street Waynesville, Mo. 65583	(573) 774-6584

DUPLICATE LICENSES ISSUED

The following nurses have been issued duplicate licenses during the period of July 1, 1998 through January 7, 1999. These licenses have been reported as lost, stolen, never received in the mail. Duplicate licenses are identical to the original license with the exception of the word **DUPLICATE** typed on the face of the license. Any person presenting one of the following certificates without the word DUPLICATE should be considered suspect, and the Board of Nursing should be notified immediately:

Please note that RN licenses expire on April 30, 1999 and LPN licenses expire on May 31, 2000.

Name	License Number	Reason
ABELE, PATRICIA	RN100551	LOST
ABRAHAM, PATRICIA	PN019176	LOST
ALLMON, SHEILA	PN044895	LOST
AMICK, MELVIN	RN144663	UNKNOWN
ANSON, APRIL	PN054718	LOST
ARROYO, GLADYS	RN150274	NEVER RECEIVED
BAKER, DIANA	PN043682	STOLEN
BARNI, ANITA	RN143185	STOLEN
BARRETT, DEBRA	RN123393	LOST
BARTLETT, REGINA	RN138484	STOLEN
BEDELL, BARBARA	RN101114	STOLEN
BENNETT, TAMMY	RN126198	LOST
BENSON, TONI	PN053788	NEVER RECEIVED
BERTRAM, JULIE	RN128931	LOST
BEST, MARSHA	PN039988	LOST
BEST, VALERIE	PN051072	LOST
BIGGS, LISA	PN041421	LOST
BILLUPS, TRACY	RN123622	LOST
BLAISDELL, MARY	RN052979	LOST
BODI, LISA	PN049477	LOST
BOEHMER, JULIE	RN131951	STOLEN
BOLES, KATHYRN	RN143401	STOLEN
BOLLINGER, ADELIA	PN026948	LOST

Continued to page 25

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Are you an agency nurse who would like more consistency in your hours? Are you feeling insecure about job security? Guarding Care Travel Nurses has positions for you now in your home state of Missouri. You can stay close to home yet experience the excitement and adventure of travel nursing.
Let us show you why we are #1 in nurse satisfaction. Everything we do is for your personal and professional security and comfort. As we take care of your needs, then and only then are we served. Call and speak with Karin Corwin, Bill Lipscomb or Terry Whitlow to learn about participating in this exciting area of your profession.

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FREE HOUSING
PAID TRAVEL EXPENSES
PAID WKLY LIVING EXPENSES

Immediate opening for Director of Nursing at a 150-bed acute treatment psychiatric hospital, JCAHO approved, Medicare certified, affiliated with the University of Iowa Hospitals. The individual will direct the hospital's Nursing Service with approximately 170 employees. The Director reports to the CEO and is an integral member of the hospital's administration team. The candidate must have excellent communication and interpersonal skills and have graduated from an approved school of nursing as well as possessing a Masters Degree in Nursing or in Mental Health/Psychiatrics with two years of full-time progressive nursing supervisory/management experience. Licensure with the State of Iowa Board of Nursing is required. Hospital is situated in picturesque northeast Iowa near large cities with cultural advantages. Ideal for family living. Golf club, fishing and hunting areas, good schools, etc. Excellent fringe benefit package with an annual salary of $53,477 - $67,642. Applications can be obtained from the Iowa Department of Personnel in Des Moines or from the Mental Health Institute in Independence, IA.

Interested applicants should also forward a resume to B.J. Dave, M.D., Superintendent, PO Box 111, Independence, IA 50644. Completed applications should be submitted to the Iowa Department of Personnel by 4:30 p.m. April 15, 1999. AN EQUAL OPPORTUNITY EMPLOYER.

MISSOURI STATE BOARD OF NURSING WEBSITE- CHECK IT OUT

The Internet has changed our ability to access information in Missouri, and the Board of Nursing invites you to access their Website. The address for the site is:

http://www.ecodev.state.mo.us/pr/nursing/

The following information is available at the site: Practice information, the Nursing Practice Act and regulations, NCLEX information, information on Board members and the board, upcoming Board meetings, office hours, directions to Board office, fees, licensure information, information on schools of nursing, board news, and staff names and e-mail addresses. Information that will be available sometime this spring is: licensure applications, a licensee directory that employers will be able to access and verify licensure status, the discipline decisions list, an abbreviated version of the newsletter, and advanced practice information.

If you are not using the Internet, you are missing a valuable resource that provides fast access to state information and news. Additional web sites of interest for nurses follow.

Name	Website Address
American Diabetes Association	http://www.diabetes.org/
American Journal of Nursing	http://www.nursingcenter.com/journals
American Nurses Association	http:www.nursingworld.org/about/index.htm
American Psychological Association	http://www.apa.org
Behavior On-Line	http://www.behavior.net
CDC's Division of HIV/AIDS Prevention	http://www.cdc.gov/nchstp/hiv_aids/dhap.htm
Centers for Disease Control and Prevention	http://www.cdc.gov/
CINAHL	http://www.cinahl.com/
Closing the Gap	http://www.os.dhhs.gov/progorg/ophs/omh/mayjun96.htm
Commission on Graduates of Foreign Nursing Schools	http://www.cgfns.org
Emerging Infectious Diseases	http://www.cdc.gov/ncidod/EID/eid.htm
Galena II: Electronic Journals	http://www.library.ucsf.edu/kr/jni
Grohol's Mental Health Page	http://www.coil.com/~grohol
Health Care Financing Administration	http://www.hcfa.gov
Health Organizations	http://www.social.com/health/nhic/data/index.html
Healthfinder	http://www.healthfinder.gov/
Links to Health Care Resources on the Iternet	http://www.hwc.ca/healthnet/key.html
Links to Related Sites	http://www.web-shack.com/dee/links.htm
Lippincott-Raven Publishers	http://www.lrpub.com/nursing.htm
MacNursing Links	http://community.net/~sylvan/MacNursing Links.html
Mental Health Net	http://www.cmhc.com
Missouri Coordinating Board for Higher Education	http://www.mocbhe.gov/
Missouri Department of Health	http://www.health.state.mo.us/
Missouri Department of Mental Health	http://www.state.mo.us/dmh/modmh.htm
Missouri Department of Social Services	http://www.state.mo.us/dss/index.html
Missouri Division of Aging	http://www.state.mo.us/dss/da/da.htm
Missouri House of Representatives	http://www.house.state.mo.us/HOME.HTM
Missouri Revised Statutes	http://www.moga.state.mo.us/STATUTES/STATUTES.HTM
Missouri State Board of Nursing	http://www.ecodev.state.mo.us/pr/nursing
Missouri State Board of Nursing Statutes	http://www.moga.state.mo.us/STATUTES/C335.HTM
Missouri State Board of Nursing Rules	http://www.ecodev.state.mo.us/pr/nursing/rules.htm
Missouri State Senate	http://www.senate.state.mo.us/
MMWR Summary of Notifiable Disease	http://www.cdc.gov/epo/mmwr/mmwr_snd.html
Morbidity and Mortality Weekly Report	http://www.cdc.gov/epo/mmwr/mmwr.html
National Center for Chronic Disease Prevention & Health Promotion	http://www.cdc.gov/nccdphp/nccdhome.htm
National Center for Health Statistics	http://www.cdc.gov/nchswww/nchshome.htm
National Center for Infectious Disease	http://www.cdc.gov/ncidod/ncid.htm
National Council of State Boards of Nursing, Inc.	http://www.ncsbn.org
National Health Law Program Links Page	http://www.healthlaw.org/links.html
National Institutes of Health	http://www.nih.gov
National League for Nursing	http://www.nln.org/
National Library of Medicine	http://www.nlm.nih.gov/
National Library of Medicine HIV/AIDS Treatment Info Service	http://text.nlm.nih.gov/atis/list.html
New York On-Line Access to Health	http://www.noah.cuny.edu
Nursestat On-Line Services	http://www.NurseStat.com
Nursing (Biosciences)	http://milkman.cac.psu.edu/~dxm12/wwwlibng.html
Nursing Sites on the World Wide Web	http://ublib.buffalo.edu/libraries/units/hsl/internet/nsgsites.html
Nursing World (American Nurses Association)	http://www.nursingworld.org/
Office of Administration	http://www.oa.state.mo.us/
Office of the Governor	http://www.gov.state.mo.us
Office of the Missouri Attorney General	http://services.state.mo.us/ago/homepg.htm
Office of the Secretary of State	http://mosl.sos.state.mo.us/
PharmInfoNet Drug Database	http://pharminfo.com/drugdb/db_mnu.html
Schools of Nursing	http://www.kc-cic.org
Statutes	http://www.house.state.mo.us/homestate.htm
The Merck Manual	http://www.merck.com/
The National Clearinghouse for Alcohol & Drug Information	http://www.healath.org/
The Virtual Nursing Center	http://www-sci.lib.uci.edu/HSG/Nursing.html
U.S. Department of Health and Human Resources	http://www.os.dhhs.gov
U.S.Food and Drug Administration	http://www.fda.gov/fdahomepage.html
University of Maryland - Nursing and Health Related Links	http://nursing.ab.umd.edu/offices/opds/b&l/uomweb.htm
Welcome to the White House	http://www.whitehouse.gov/WH/Welcome.html
Worldwide Nurse	http://ally.ios.com/%7Ebshort19/nursing.html
Yahoo Nursing Resources	http:www.yahoo.com/Health/Nursing/

Do you need a copy of the Nursing Practice Act?
VISIT A MISSOURI DEPOSITORY LIBRARIES

The Missouri Register and the Code of State Regulations, as required by the Missouri Depository Documents Law (section 181.100, RSMo 1994) are available in the listed depository libraries, as selected by the Missouri State Library. If you do not have access to one of the above libraries, a copy of the Nursing Practice Act and accompanying regulations can be obtained by writing to the Board office or by calling 573-751-0681.

Jefferson County Library
PO Box 1486, 3021 High Ridge
High Ridge MO 63049-1486

Jefferson College Library
1000 Viking Drive
Hillsboro MO 63050-2441

St Louis Public Library
1301 Olive Street
St Louis MO 63103-2389

St Louis University Law Library
3700 Lindell Blvd
St Louis MO 63108-3478

Eden Theological Seminary/Webster University
Eden/Webster Library
475 East Lockwood Avenue
St Louis MO 63119-3192

Thomas Jefferson Library
University of Missouri-St Louis
8001 Natural Bridge Road
St Louis MO 63121-4499

Washington University
Washington University Law Library
Campus Box 1171, Mudd Bldg., One Brookings Dr
St Louis MO 63130-4899

St Louis County Library
1640 S Lindbergh Blvd
St Louis MO 63131-3598

Maryville University Library
13550 Conway Road
St Louis MO 63141-7232

St Charles City-County Library
Middendorf-Kredell Branch
2750 Hwy K
O'Fallon MO 63366-7859

Riverside Regional Library
PO Box 389, 204 South Union Street
Jackson MO 63755-0389

Rutland Library
Three Rivers Community College
2080 Three Rivers Blvd
Poplar Bluff MO 63901-2393

Charles F. Curry Library
William Jewell College
500 College Hill
Liberty MO 64068-1896

Ward Edwards Library
Central Missouri State University
142 Edwards Library
Warrensburg MO 64093-5020

Kansas City Public Library
311 East 12th Street
Kansas City MO 64106-2454

Law Library
University of Missouri-Kansas City
5100 Rockhill Road
Kansas City MO 64110-2499

University of Missouri-Kansas City
Miller Nichols Library
5100 Rockhill Road
Kansas City MO 64110-2499

B. D. Owens Library
Northwest Missouri State University
800 University Drive
Maryville MO 64468-6001

River Bluffs Regional Library
927 Felix Street
St Joseph MO 64501-2799

Missouri Western State College
Hearnes Learning Resources Center
4525 Downs Drive
St Joseph MO 64507-2294

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DUPLICATE LICENSES ISSUED
(Continued from page 24)

BOOTS, CYNTHIA	RN142737	LOST
BOULTON-PRUETT, RITA	PN051785	LOST
BRADLEY, KAAREN	RN086140	LOST
BRAKE, DOROTHY	PN048194	LOST
BROCKENBERRY, ETTA	RN122470	LOST
BROWN, NANCY	PN028644	LOST
BRUNER, L. RAY	RN108021	LOST
BRUNING, BETH	RN123286	LOST
BRUNTMYER, ANNA	RN152239	LOST
BRYANT, ALYCE	PN055984	LOST
BUETTNER, JUDY	PN097083	LOST
BURKHART, VANESSA	RN109267	LOST
BURTON, GLORIA	PN039760	LOST
BUTLER, NANCY	PN053685	LOST
CALL, MARY	RN113086	STOLEN
CAMERON-MONROE, BONNIE	RN080250	LOST
CAMPBELL, CARMON	PN056931	LOST
CARROLL JR, FRANK	PN052145	LOST
CARROLL JR, FRANK	PN052145	LOST
CARSTENS, KIMBERLY	RN143481	STOLEN
CAYEE, HELEN	PN030955	LOST
CESSAC, KATHLEEN	RN064326	STOLEN
CLAEYS, MARY	RN087691	DESTROYED
CORUM, CAROLYN	PN052425	LOST
COSSETTE, DARLA	RN151385	NEVER RECEIVED
COSSETTE, DARLA	RN151385	NEVER RECEIVED
CRAW, VANCE	RN149198	LOST
CRISCIONE, LORI	RN117574	LOST
CROWLEY, JOY	PN045307	LOST
DANZ, STACY	PN054517	DESTROYED
DAVIS, SHANTEL	RN147395	LOST
DEAN, MARIE	PN053862	DESTROYED
DEAVILES, REBECA	RN149061	STOLEN
DEVONLEA, NORMA J	RN110650	LOST
DIRNBERGER, JENNIFER	RN147187	DESTROYED
DIXSON, SALLIE	PN008401	LOST
DOGGETT, VALERIE	PN042480	LOST
DOUGHTY, TIM	RN145155	LOST
DOWNEN, LINDA	RN149805	LOST
DURFEE, RENEE	PN056611	DESTROYED
EILERING-SIMSACK, BONNIE	RN090737	LOST
ELSENPETER, GERRA-LYNN	PN034651	LOST
EPPRIGHT, RUTH	PN046464	STOLEN

Continued to page 26

SUCCESS IS YOURS WITH
OLSTEN HEALTH SERVICES STAFFING
We have immediate needs in the St. Louis and surrounding areas for RN's/LPN's with at least one year of experience in the following areas:
* CRITICAL CARE
* MED/SURG
* UR/CASE MGMT.
* TELEMETRY
* ER

OLSTEN HEALTH SERVICES STAFFING offers excellent pay, flexibility, sign-up and referral bonuses, vacation pay, health insurance reimbursement, plus much more! Please call 314-993-4161 to arrange a personal interview with our recruiter, or fax your resume to 314-993-5571.

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Staffing
EOE M/F/D/V

St. Joseph Hospital of Kirkwood is proud to be a leader in providing top quality, compassionate care. We owe our success to our employees who have forged a collaborative atmosphere that not only heals patients, but builds great careers.

ICU NURSES
$3,000 HIRING BONUS

We have full-time opportunities in our Medical/Surgical/Open Heart Surgery ICU with 24-hour intensive coverage. Two years Acute Med/Surg experience required, Telemetry/Critical Care experience preferred.
• Full-time positions - 12-hour night shifts; will work every 3rd weekend and every 3rd holiday
• Per diem positions

OR NURSES
$1,000 HIRING BONUS

• Full-time positions available - day/evening shift
• OR experience
• Candidate must be able to take call

We offer a competitive salary and comprehensive benefits package including health, dental, vision, life, tuition reimbursement and the availability of child care. Candidates may apply in person at the Human Resource Department between the hours of 8 a.m. - 4 p.m., Monday - Friday or send resume to:

SSM HEALTH CARE
St. Joseph Hospital of Kirkwood
St. Joseph Hospital
Human Resources
525 Couch Ave.
Kirkwood, MO 63122

Equal Opportunity Employer

Medical
EXCEPTIONAL care.
EXCEPTIONAL opportunities.

Pride. Professionalism. And a passionate dedication to patient care. At St. Joseph Health Center and St. Joseph Hospital West, each day is another opportunity to live out our mission as one of St. Louis' leading healthcare providers. For a challenging career with exceptional benefits, look to St. Joseph Health Center and St. Joseph Hospital West.

The following opportunities exist at St. Joseph Health Center and St. Joseph Hospital West:

RNs - Full-time, part-time and PRN (8- and 12-hour shifts)
Medical, Surgical, Telemetry/Progressive Care, Behavioral Medicine/Chemical Dependency areas

The following opportunities exist at St. Joseph Health Center:

LPNs (IV certified)
Med/Surg Float pool - Full-time

For consideration for St. Joseph Health Center, please send resume or apply in person Monday - Friday, from 7:00 a.m. - 4:00 p.m., at: St. Joseph Health Center, Human Resources Department, 300 First Capitol Drive, St. Charles, Missouri 63301

For consideration for St. Joseph Hospital West, please send resume or apply in person Monday - Tuesday and Thursday - Friday, from 7:30 a.m. - 5:00 p.m., at: St. Joseph Hospital West, Human Resources Department, 100 Medical Plaza, Lake St. Louis, Missouri 63367.

SSM HEALTH CARE
St. Joseph Health Center
St. Joseph Hospital West

Equal Opportunity Employer

FOR KIDS.
FOR NOW.
FOR EVER.

SSM Cardinal Glennon Children's Hospital
STAFF NURSE

• ER
• PICU
• DIALYSIS
• NICU
• REHAB
• TRANSPORT TEAM
• PACU
• PER DIEM
• POISON CONTROL RESOURCE NURSE-PART-TIME EVENINGS

WE OFFER:
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• Tuition assistance

Please apply in person or call Cardinal Glennon Children's Hospital for an application, Mon.-Fri. 8 a.m. - 4:30 p.m. in our H.R. Office. 1465 S. Grand Blvd., St. Louis, MO 63104; phone (314) 577-5690
A MEMBER OF:
SSM HEALTH CARE
EOE M/F/D/V

DUPLICATE LICENSES ISSUED
(Continued from page 25)

FEE, DONNA	RN086482	LOST
FENN, MATTHEW	PN053333	LOST
FIELD, LYDIA	RN132051	LOST
FIELDS, CAROLYN	RN121919	LOST
FLANARY, MARY	RN149430	STOLEN
FLEX, SILVIA	PN053898	LOST
FOWLER, HEIDI	RN132935	LOST
FRANKLIN, SANDY	RN111627	STOLEN
FRAZIER, NANCY	PN036972	STOLEN
FRIZZELL, ANNE	RN045853	LOST
GARBISON, DEBORAH	PN039645	LOST
GASKINS, HESTER	PN048605	LOST
GAULDING, MARILYN	RN053525	LOST
GERLING, ALISA	RN147881	LOST
GIRDLEY, JENNIFER	RN143278	LOST
GISI, BARBARA	RN086148	LOST
GLOSEMEYER, JENNIFER	RN141093	STOLEN
GOFF-HARMON, KATHLEEN	RN100776	STOLEN
GRANNEMANN, JOHN	PN054337	LOST
GRAVES, ROGER	PN036289	LOST
HAMPTON,VANESSA	PN040382	LOST
HANKO, SHELLY	RN097689	LOST
HANSEN, TIFFANY	RN141210	LOST
HAPPY, MARY	PN051106	LOST
HART, ISABELLE	RN030188	STOLEN
HAWKINS, MARLENE	PN009081	LOST
HEASLEY, SUSAN	RN136369	STOLEN
HEINEKEN, STACEY	RN150100	STOLEN
HENNING, CAROLYN	RN042876	LOST
HERD, LUISA	PN028105	LOST
HOBBS, ANGELA	PN057709	LOST
HOLMES, DENISE	PN053609	STOLEN
HOLMES, DENISE	PN053609	STOLEN
HOWARD, SUSAN	PN048156	LOST
IBOK, SHELLY	PN037632	LOST
IBOK, SHELLY	RN037632	LOST
JAGEARS, CONNIE	RN147488	LOST
JAGOARS, DANIEL	PN052535	LOST
JAGOU, MARY	RN122022	STOLEN
JAKOB, ROBERT	RN134167	LOST
JEFFERS, KATHY	RN147490	STOLEN
JEFFERSON, ERICA	PN055055	LOST
JENKINS, KIMBERLY	RN112402	LOST
JOHNSON, RSHUNDA	PN058095	LOST
JONES, DEBRA	PN045794	LOST
JONES, FONNIE	PN029909	LOST
KELLOGG, JULIA	PN040531	DESTROYED

Continued to page 27

MISSOURI DEPOSITORY LIBRARIES
(Continued from page 25)

Truman State University
Pickler Memorial Library
100 E Normal
Kirksville MO 63501-4221

Learning Resources Center
Mineral Area College
PO Box 1000
Park Hills MO 63601-1000

Cape Girardeau Public Library
711 N. Clark
Cape Girardeau MO 63701-4400

Kent Library
Southeast Missouri State University
One University Plaza
Cape Girardeau MO 63701-4799

Elmer Ellis Library
University of Missouri-Columbia
104 Ellis Library
Columbia MO 65211-5149

School of Law
University of Missouri-Columbia
224 Hulston Hall
Columbia MO 65211-0001

University of Missouri-Rolla
Rolla MO 65409-0060

ESTEP Library
Southwest Baptist University
1601 S Springfield Street
Bolivar MO 65613-2597

Lyons Memorial Library
College of the Ozarks
General Delivery
Point Lookout MO 65726-9999

Springfield-Greene County Library
PO Box 737, 397 E Central
Springfield MO 65801-0760

Library
State Historical Society of Missouri
1020 Lowry Street
Columbia MO 65201-7298

Library
North Central Missouri College
PO Box 111, 1301 Main Street
Trenton MO 64683-0107

Missouri Southern State College
Spiva Library
3950 East Newman Road
Joplin MO 64801-1595

Missouri State Library
600 West Main, PO Box 387
Jefferson City MO 65102-0387

Missouri State Archives
600 West Main, PO Box 778
Jefferson City MO 65102-0778

Daniel Boone Regional Library
PO Box 1267, 100 West Broadway
Columbia MO 65205-1267

Central Methodist College
Smiley Memorial Library
411 Central Methodist Square
Fayette MO 65248-1198

Kinderhook Regional Library
135 Harwood Ave
Lebanon MO 65536-3017

Barry-Lawrence Regional Library
213 6th Street
Monett MO 65708-2147

West Plains Campus Library
Southwest Missouri State University
123 N Minnesota
West Plains MO 65775-3414

Meyer Library
Southwest Missouri State University
PO Box 175, 901 S National
Springfield MO 65804-0095

* There are six libraries that were not listed. They will be included in our next newsletter.

NURSES - RN/LPN: Enjoy the beautiful Colorado Rockies while working at a Girl Scout resident camp 65 miles S.W. of Denver, June 1-August 10. Salary plus Room, Board and Insurance. Equipped Health Center. Contact Julie Martinek at:

Girl Scouts - Mile Hi Council
P.O. Box 9407, Denver, CO 80209-0407
(303) 778-0109 x341 Fax 303-733-6345
juliecm@gsmhc.org

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RN: CAMP NURSE
GENEVA GLEN CAMP in INDIAN HILLS, Colorado, needs a CAMP NURSE for the 1999 Summer: June 13 - August 14. GENEVA GLEN has an excellent reputation and rich heritage. ACA accredited. Compensation includes $2,850 salary, travel allowance of $100-250, insurance, room and board, participation in camp life including horseback riding, swimming, hiking - excellent health facility, healthful working environment (Indian Hills is near Red Rocks). Contact: Ken or Nancy Atkinson, Directors, P.O. Box 248, Indian Hills, CO 80454, (303) 697-4621. Website www.genevaglen.org

SKI RESORT NURSES
Do you like to hike, mountain bike, fish or white water raft? Do you like to ski, snowboard and skate in the winter? Would you like to live in a mountain resort that has fabulous weather and all the cultural, entertainment and dining amenities of a famous world class resort? Nestled at the base of the Sawtooth Mountains beautiful Sun Valley, Idaho might be the place for you!

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Please forward resume to Maureen Askew, Director-HR, WRMC, PO Box 927, Hailey, Idaho 83333 or fax to (208) 788-7210. For inquiries call (208) 788-7216.

Wood River Medical Center

Jefferson Memorial Hospital
Mission Statement
Provide local access to the services needed to restore and improve the health of the communities we serve in a high quality, efficient and ethical manner in partnership with our medical staff, employees and community organizations.
If you would like to join a community based integrated health care system dedicated to providing a continuum of services to promote the improvement of the community's health status; if you are a quality minded, healthcare professional seeking a challenging career opportunity; if you are a dedicated and a highly motivated individual; if *respect, integrity, excellence, teamwork, and resourcefulness* are just a few of the words you would use to describe yourself, then we have a career opportunity for you.
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Kansas City, MO 64132
FAX: 816-276-3571
EOE M/F/D
POST OFFER PHYSICAL

DUPLICATE LICENSES ISSUED (Continued from page 26)

KENNEY-HOUSE, ANDREA	RN110680	LOST
KENNY, GLENDA	RN078150	LOST
KETTRING, ELAINE	PN045993	LOST
KEYES, TERESA	RN119032	LOST
KINTU, GORETTI	PN051664	LOST
KINZER, BRONWYN	RN133903	STOLEN
KLINE, CHERYL	PN041116	NEVER RECEIVED
LACHANCE-VIEUX, JOAN	RN129806	STOLEN
LACHANCE-VIEUX, JOAN	RN129806	STOLEN
LAND, KAREN	RN138716	STOLEN
LANGSTON, SUSANNE	PN050275	LOST
LARHODA, GIBONEY	PN026028	LOST
LEAHY, PATRICIA	PN019773	LOST
LEEZY, GLORIA	PN053055	LOST
LESHER, JANE	RN063739	STOLEN
LEWIS, JANICE	RN113416	LOST
LEWIS, TAMMI	PN050438	LOST
LONG, ERMA	PN053911	STOLEN
LONG, TERESA	RN103766	LOST
LOVE, TRESSA	RN097802	STOLEN
LOWE, CHARLOTTE	RN118845	LOST
LOWE, ROBERTA	PN014269	LOST
MCDOLE, MARY	RN050606	STOLEN
MCDONALD, JOYCE	RN150742	LOST
MCGREGOR-CLINE, JO	PN029846	NEVER RECEIVED
MCGUIRE, MICHELE	RN104748	LOST
MCKENZIE, LESLIE	RN151855	LOST
MCLAUGHLIN, LISA	RN142401	STOLEN
MEREDITH, BEVERLY	PN036314	LOST
MERRIFIELD, TRACEY	RN124444	LOST
MILLICAN, SANDRA	RN150475	LOST
MILLS, MARY	PN028951	DESTROYED
MINER, SUSAN	PN033428	NEVER RECEIVED
MORANT-LEWIS, RUTH	PN029949	LOST
MOSER, SANDRA	RN125899	LOST
MOSHER-KOPP, SUZANNE	RN102677	LOST
MUENKS, LINDA	RN147155	STOLEN
MUMMERT, CYNTHIA	PN049035	LOST
NEAL, LORETTA	RN080707	LOST
NELSON, NANCY	RN070316	DESTROYED
NEVILLE, MARGARET	RN079489	LOST
NEVILLE, S.PAGE	RN076061	LOST
NEWLAND, TIMOTHY	PN055027	LOST
NOLL, SHERI	PN052023	STOLEN
OCHS, DEBRA	RN122215	LOST
OHMART, CHERYL	RN064582	LOST
O'LEARY, LAURA	RN128965	LOST
O'NEAL, TERESA	RN150857	STOLEN
PADRON, MONIQUE	PN056164	LOST
PANKEY, TONYA	RN131442	STOLEN
PAPACCIO, JUDY	PN051161	LOST
PARKER, DIANA	PN023146	LOST
PAYNE, JOYCE	PN045551	LOST
PELLMAN, MARIA	PN047197	STOLEN
PERRY, LUANA	PN039745	LOST
PLUNKETT, SANDRA	RN147162	LOST
POLSTER, BONNIE	RN140742	STOLEN
POTTER, KAREN	RN063823	STOLEN
PRICE, KATHRYN	RN128658	LOST
RANDALL, MARGARET	PN048251	LOST
RANDAZZO, NAOMI	PN046302	LOST
RAY, GLENDA	PN053673	LOST
REECE, WANDA	PN025079	LOST
REUTTER, SARAH	RN065369	STOLEN
REYNOLDS, PATRICIA	RN058830	STOLEN
REYNOZO, RITCHIE	RN146041	LOST
RICKERT, JONNA	PN027150	LOST
RIDEOUT, MELODY	PN050151	LOST
RILEY, ELIZABETH	RN146372	LOST
ROBERT, THOMAS	RN068399	LOST
ROBERTSON, MARCELLA	RN124791	LOST
ROBINSON-WITTE, JACQUELYN	RN069179	LOST
ROTH, KAREN	RN077976	STOLEN
RUCH, HEATHER	RN142213	LOST
RUDDERFORTH, PAMELA	PN050950	LOST
SANDT, REGINA	RN136954	STOLEN
SCHAEFER, MARY ANN	RN097628	STOLEN
SCHWAB, AMY	RN151863	LOST
SCHWARTZ, SALLY	RN110207	LOST
SCOTT, CYNTHIA	PN54432	NEVER RECEIVED
SHEEKS, ANARIA	PN045265	LOST
SHEFFER, CAROLYN	PN025916	LOST
SHELBY, BARBARA	PN038832	LOST
SHERER, CANDY	PN054272	LOST
SHERMAN, CHERIE	PN048951	LOST
SHIELDS, EVUILA	PN051298	LOST
SIESENER, CYNTHIA	RN147784	LOST
SILVERBERG, KEITH	RN137351	LOST
SINCLAIR, CAROL	RN079418	STOLEN
SLAVINGS, DEBORAH	PN028434	LOST
SMALL, SUSSANNE	RN056292	STOLEN
SMITH, JAMIE	PN048031	LOST
SMITH, SHARON	RN048154	STOLEN
SPARKS, SERENA	RN143631	STOLEN
STACY, ALICE	RN112970	STOLEN
STAEHLE, DEBRA	PN051483	LOST
STEINMEYER, MICHELLE	RN117369	LOST
STEPHAN, KRISTA	RN138400	LOST
STEWART, MICHELLE	RN098484	LOST
STOCK, RICHARD	PN018042	LOST
STOKELY, PAULA	PN055528	LOST
STRAIT, KIMBERLY	RN146098	STOLEN
STRINGBERG, RITA	RN108950	STOLEN
SULLIVAN, JUDYTHE	RN063117	STOLEN
SURRELL, BARBARA	RN138119	LOST
SUTFIN, LANA	RN137727	LOST
TACKER, JANA	PN053401	LOST
TEAGUE, FELECIA	PN037196	NEVER RECEIVED
THARP, JUNE	RN066406	STOLEN
THOMPSON, VALERIE	RN081632	STOLEN
TOBIAS, LINDA	RN118835	STOLEN
TOBIAS, LINDA	RN118835	LOST
TOWNSEND, JAMES	PN041644	LOST
TRAMMELL, HELEN	RN108399	STOLEN
TRIPP, PATRICIA	RN148115	LOST
TURLEY, COLEEN S.	PN027543	LOST
TURNER, TOBY	RN051301	STOLEN
UHLMEYER, NANCY	PN023103	LOST
UNGASHICK, CARYN	RN106217	STOLEN
VANLAAR, DEBORAH	RN097011	LOST
VANNESS, ROBYN	PN056019	STOLEN
VEST, CYNTHIA	RN151956	LOST
VOLLMER, BARBARA	RN151904	NEVER RECEIVED
WADE, BURNICE	PN022977	LOST
WAGNER, DANIEL	PN057363	LOST
WAITE, IRENE	PN043269	LOST
WALKER, DIANNA	RN141978	STOLEN
WALSH, STEPHEN	RN150561	LOST
WALTON, REBECCA	RN150009	LOST
WATKINS, DELMA	RN142258	LOST
WEEKLY, KATHY	PN051034	LOST
WHITE, ANGELA	PN050144	NEVER RECEIVED
WICKS, SHARON	RN130493	LOST
WILKES, ROBERT	PN045815	LOST
WILLIAMS, CYNTHIA	RN064011	STOLEN
WILSON, JILL	PN056033	LOST
WIRZ, KATHY	RN138094	DESTROYED
WISWELL, AMBER	RN144113	LOST
WOODS, STEVE	RN135397	LOST
WOODSON, BEVERLY	RN052230	STOLEN
WOOTERS, KENNETH	RN141867	LOST
YAGER, CINDY	RN139288	LOST
YART-WRIGHT, SARA	RN142341	STOLEN
YOUNGSTROM, DONNA	RN106055	LOST

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For immediate consideration please send resume to: Pete Gloggner, Manager of Personnel and Training, Boone Hospital Center, 1600 East Broadway, Columbia, MO 65201.

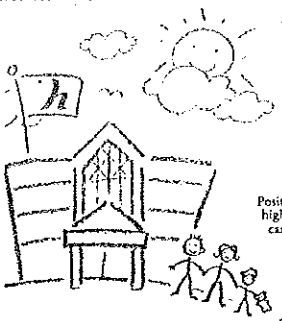
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The Missouri Nursing Practice Act follows. Next month we will publish the regulations.

Missouri Revised Statutes Chapter 335

Short title.

335.011. Sections 335.011 to 335.096 may be known as "The Nursing Practice Act".
(L. 1975 S.B. 108 § 1)

Effective 1-21-76

Definitions.

335.016. As used in sections 335.011 to 335.096, unless the context clearly requires otherwise, the following words and terms mean:

(1) "Accredited", recognized by the board as meeting or maintaining state board of nursing standards for the educational preparation of professional or practical nurses;

(2) "Advanced practice nurse", a nurse who has had education beyond the basic nursing education and is certified by a nationally recognized professional organization as having a nursing specialty, or who meets criteria for advanced practice nurses established by the board of nursing. The board of nursing may promulgate rules specifying which professional nursing organization certifications are to be recognized as advanced practice nurses, and may set standards for education, training and experience required for those without such specialty certification to become advanced practice nurses;

(3) "Board" or "state board", the state board of nursing;

(4) "Executive director", a qualified registered professional nurse employed by the board as executive secretary or otherwise to administer the provisions of sections 335.011 to 335.096 under the board's direction. Such person employed as executive director shall not be a member of the board;

(5) "Inactive nurse", as defined by rule pursuant to section 335.061;

(6) A "licensed practical nurse" or "practical nurse", a person licensed under the provisions of sections 335.011 to 335.096 to engage in the practice of practical nursing;

(7) "Licensure", the issuing of a license to practice professional or practical nursing to candidates who have met the specified requirements and the recording of the names of those persons as holders of a license to practice professional or practical nursing;

(8) "Practical nursing", the performance for compensation of selected acts for the promotion of health and in the care of persons who are ill, injured, or experiencing alterations in normal health processes. Such performance requires substantial specialized skill, judgment and knowledge. All such nursing care shall be given under the direction of a person licensed by a state regulatory board to prescribe medications and treatments or under the direction of a registered professional nurse;

(9) "Professional nursing", the performance for compensation of any act which requires substantial specialized education, judgment and skill based on knowledge and application of principles derived from the biological, physical, social and nursing sciences, including, but not limited to:

(a) Responsibility for the teaching of health care and the prevention of illness to the patient and his family;

(b) Assessment, nursing diagnosis, nursing care, and counsel of persons who are ill, injured or experiencing alterations in normal health processes;

(c) The administration of medications and treatments as prescribed by a person licensed by a state regulatory board to prescribe medications and treatments;

(d) The coordination and assistance in the delivery of a plan of health care with all members of a health team;

(e) The teaching and supervision of other persons in the performance of any of the foregoing;

(10) A "registered professional nurse" or "registered nurse", a person licensed under the provisions of sections 335.011 to 335.096 to engage in the practice of professional nursing.

(L. 1975 S.B. 108 § 2, A.L. 1993 H.B. 564, A.L. 1995 S.B. 452)

(1993) It is the public policy of Missouri that registered nurses licensed in this state have an obligation to faithfully serve the best interests of their patients. The Nurses Practices Act and regulations thereunder set forth a clear mandate of public policy that a nurse not "stay out" of a dying patient's improper treatment. Grant of summary judgment based on finding that there was no public-policy exception to employment-at-will doctrine was not proper. Kirk v. Mercy Hospital Tri-County, 851 S.W.2d 617 (Mo. App. S.D.).

Intravenous fluids, administration requirements for practical nurses.

335.017. One of the selected acts which may be performed by persons licensed under the provisions of this chapter as licensed practical nurses is the administration of intravenous fluid treatment. The administration of intravenous fluid treatment may be performed only by licensed practical nurses who have been instructed and trained in such procedures in a course of instruction approved by the board. The board shall have the authority to adopt and revise rules and regulations which limit and define the scope of intravenous fluid treatment which may be performed by licensed practical nurses. Nothing herein shall be construed as prohibiting administration of intravenous fluid treatment by registered professional nurses. The board shall submit emergency rules to the secretary of state to implement the provisions of this section within thirty days of December 15, 1983, and the board shall act promptly on applications of organizations requesting approval of their course of instruction.

(L. 1983 1st Ex. Sess. H.B. 8)

Effective 12-15-83

Board of nursing—members' qualifications, appointments, how made.

335.021. 1. "The Missouri State Board of Nursing" shall consist of nine members, five of whom must be registered professional nurses. Two members of the board must be licensed practical nurses and one member a voting public member. Two of the five registered professional nurses shall hold a graduate degree in nursing, and at least one of the professional nurse members shall represent nursing practice. Any person, other than the public member, appointed to the board as hereinafter provided shall be a citizen of the United States and a resident of this state for a period of at least one year, a licensed nurse in this state, and shall have been actively engaged in nursing for at least three years immediately preceding the appointment or reappointment. Membership on the board shall include representatives with expertise in each level of educational programs the graduates of which are eligible to apply for licensure such as practical, diploma, associate degree, and baccalaureate.

Continued to page 29

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BEVERLY

MISSOURI NURSING PRACTICE ACT (Continued from page 28)

2. The governor shall appoint members to the board by and with the advice and consent of the senate when a vacancy thereon occurs either by the expiration of a term or otherwise; provided, however, that any board member shall serve until his successor is appointed and qualified. Every appointment except to fulfill an unexpired term shall be for a term of four years, but no person shall be appointed to more than two consecutive terms.

3. At least ninety days before the expiration of a term of a board member, and as soon as feasible after the occurrence of a vacancy on the board for reasons other than the expiration of a term, a list of three licensed and qualified nurses shall be submitted to the director of the department of economic development. The list shall be submitted by the Missouri Nurses Association if the vacancy is for a registered professional nurse, and by the Missouri State Association of Licensed Practical Nurses if the vacancy is for a licensed practical nurse. The governor may appoint a board member to fill the vacancy from the list submitted, or may appoint some other qualified licensed nurse. This subsection shall not apply to public member vacancies.

4. The public member shall be at the time of his appointment a citizen of the United States; a resident of this state for a period of one year and a registered voter; a person who is not and never was a member of any profession licensed or regulated under this chapter or the spouse of such person; and a person who does not have and never has had a material, financial interest in either the providing of the professional services regulated by this chapter, or an activity or organization directly related to any profession licensed or regulated under this chapter. All members, including public members, shall be chosen from lists submitted by the director of the department of economic development. The duties of the public member shall not include the determination of the technical requirements to be met for licensure or whether any person meets such technical requirements or of the technical competence or technical judgment of a licensee or a candidate for licensure.

(L. 1975 S.B. 108 § 3, A.L. 1981 S.B. 16, A.L. 1988 H.B. 1573)

CROSS REFERENCE: Public member, additional duties, RSMo 620.132

Oath of office, removal from board, when—meetings, when held, quorum —compensation and expenses.

335.026. 1. Before entering upon their duties, members of the board shall make and file with the secretary of state the oath of office required by article VII, section 11 of the Constitution of Missouri, for all civil officers of this state.

2. Any member of the board may be removed by the governor for misconduct, incompetency or neglect of duty. Before any member may be so removed, he shall be given a hearing and may appear in his own behalf, may be represented by counsel, and may present witness or other evidence. Any person aggrieved by the action of the governor after the hearing may appeal as provided in chapter 536, RSMo.

3. The board shall meet at least once each year as determined by the board. The board may hold such additional meetings during the year as may be deemed necessary to perform its duties. A majority of the board, including at least one officer, shall constitute a quorum for the conducting of business.

4. Each member of the board shall receive as compensation an amount set by the board not to exceed fifty dollars for each day devoted to the affairs of the board; and shall be entitled to reimbursement of their expenses necessarily incurred in the discharge of their official duties.

(L. 1975 S.B. 108 § 4, A.L. 1981 S.B. 16)

Immunity of board members performing official duties.

335.031. Members of the board shall not be personally liable either jointly or separately for any act or acts committed in the performance of their official duties as board members.

(L. 1975 S.B. 108 § 5)

Effective 1-21-76

Duties of board—fees set, how—fund, source, use, funds transferred from, when—rulemaking.

335.036. 1. The board shall:

(1) Elect for a one-year term a president and a secretary, who shall also be treasurer, and the board may appoint, employ and fix the compensation of a legal counsel and such board personnel as defined in subdivision (4) of subsection 16 of section 620.010, RSMo, as are necessary to administer the provisions of sections 335.011 to 335.096;

(2) Adopt and revise such rules and regulations as may be necessary to enable it to carry into effect the provisions of sections 335.011 to 335.096;

(3) Prescribe minimum standards for educational programs preparing persons for licensure under the provisions of sections 335.011 to 335.096;

(4) Provide for surveys of such programs every five years and in addition at such times as it may deem necessary;

(5) Designate as "accredited" such programs as meet the requirements of sections 335.011 to 335.096 and the rules and regulations enacted pursuant hereto; and the board shall annually publish a list of such programs;

(6) Deny or withdraw accreditation from educational programs for failure to meet prescribed minimum standards;

(7) Examine, license, and cause to be renewed the licenses of duly qualified applicants;

(8) Cause the prosecution of all persons violating provisions of sections 335.011 to 335.096, and may incur such necessary expenses therefor;

(9) Keep a record of all the proceedings; and make an annual report to the governor and to the director of the department of economic development.

2. The board shall set the amount of the fees which this chapter authorizes and requires by rules and regulations promulgated pursuant to section 536.021, RSMo. The fees shall be set at a level to produce revenue which shall not substantially exceed the cost and expense of administering this chapter.

3. All fees received by the board under the provisions of sections 335.011 to 335.096 shall be deposited in the state treasury and be placed to the credit of the state board of nursing fund. All administrative costs and expenses of the board shall be paid from appropriations made for those purposes.

4. The provisions of section 33.080, RSMo, to the contrary notwithstanding, money in this fund shall not be transferred and placed to the credit of general revenue until the amount in the fund at the end of the biennium exceeds two times the amount of the appropriation from the board's funds for the preceding fiscal year or, if the board requires by rule, permit renewal less frequently than yearly, then three times the appropriation from the board's funds for the preceding fiscal year. The amount, if any, in the fund which shall lapse is that amount in the fund which exceeds the appropriate multiple of the appropriations from the board's funds for the preceding fiscal year.

5. No rule or portion of a rule promulgated under the authority of this chapter shall become effective unless it has been promulgated pursuant to the provisions of section 536.024, RSMo.

(L. 1975 S.B. 108 § 6, A.L. 1981 S.B. 16, A.L. 1985 S.B. 99, A.L. 1993 S.B. 52, A.L. 1995 S.B. 3)

*Revisor's note: This section was amended by both S.B. 3 and S.B. 452 during the 1st Regular Session of the 88th General Assembly, 1995. Due to possible conflict, both versions are printed here.

Duties of board—fees set, how—fund, source, use, funds transferred from, when—rulemaking, procedure, review.

335.036. 1. The board shall:

(1) Elect for a one-year term a president, a vice president and a secretary. The secretary shall also be treasurer. The board may appoint, employ and fix the compensation of a legal counsel and such board personnel as defined in subdivision (4) of subsection 15 of section 620.010, RSMo, as are necessary to administer the provisions of sections 335.011 to 335.096;

Continued to page 30

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MISSOURI NURSING PRACTICE ACT (Continued from page 29)

(2) Adopt and revise such rules and regulations as may be necessary to enable the board to carry out the provisions of sections 335.011 to 335.259;**

(3) Prescribe minimum standards for educational programs preparing persons for licensure under the provisions of sections 335.011 to 335.096;

(4) Provide for surveys of such programs every five years and in addition at such times as it may deem necessary;

(5) Designate as "accredited" such programs as meet the requirements of sections 335.011 to 335.096 and the rules and regulations enacted pursuant to such sections; and the board shall annually publish a list of such programs;

(6) Deny or withdraw accreditation from educational programs for failure to meet prescribed minimum standards;

(7) Examine, license, and cause to be renewed the licenses of duly qualified applicants;

(8) Cause the prosecution of all persons violating provisions of sections 335.011 to 335.259,** and may incur such necessary expenses therefor;

(9) Keep a record of all the proceedings; and make an annual report to the governor and to the director of the department of economic development.

2. The board shall set the amount of the fees which sections 335.011 to 335.096 authorizes and requires by rules and regulations promulgated pursuant to section 536.021, RSMo. The fees shall be set at a level to produce revenue which shall not substantially exceed the cost and expense of administering sections 335.011 to 335.096.

3. All fees received by the board under the provisions of sections 335.011 to 335.096 shall be deposited in the state treasury and be placed to the credit of the state board of nursing fund. All administrative costs and expenses of the board shall be paid from appropriations made for those purposes.

4. The provisions of section 33.080, RSMo, to the contrary notwithstanding, money in this fund shall not be transferred and placed to the credit of general revenue until the amount in the fund at the end of the biennium exceeds two times the amount of the appropriation from the board's funds for the preceding fiscal year or, if the board requires, by rule, permit renewal less frequently than yearly, then three times the appropriation from the board's funds for the preceding fiscal year. The amount, if any, in the fund which shall lapse is that amount in the fund which exceeds the appropriate multiple of the appropriations from the board's funds for the preceding fiscal year.

5. No rule or portion of a rule promulgated under the authority of sections 335.011 to 335.096 shall become effective until it has been approved by the joint committee on administrative rules in accordance with the procedures provided herein, and the delegation of the legislative authority to enact law by the adoption of such rules is dependent upon the power of the joint committee on administrative rules to review and suspend rules pending ratification by the senate and the house of representatives as provided herein.

6. Upon filing any proposed rule with the secretary of state, the filing agency shall concurrently submit such proposed rule to the committee, which may hold hearings upon any proposed rule or portion thereof at any time.

7. A final order of rulemaking shall not be filed with the secretary of state until thirty days after such final order of rulemaking has been received by the committee. The committee may hold one or more hearings upon such final order of rulemaking during the thirty-day period. If the committee does not disapprove such order of rulemaking within the thirty- day period, the filing agency may file such order of rulemaking with the secretary of state and the order of rulemaking shall be deemed approved.

8. The committee may, by majority vote of the members, suspend the order of rulemaking or portion thereof by action taken prior to the filing of the final order of rulemaking only for one or more of the following grounds:

(1) An absence of statutory authority for the proposed rule;

(2) An emergency relating to public health, safety or welfare;

(3) The proposed rule is in conflict with state law;

(4) A substantial change in circumstance since enactment of the law upon which the proposed rule is based.

9. If the committee disapproves any rule or portion thereof, the filing agency shall not file such disapproved portion of any rule with the secretary of state and the secretary of state shall not publish in the Missouri Register any final order of rulemaking containing the disapproved portion.

10. If the committee disapproves any rule or portion thereof, the committee shall report its findings to the senate and the house of representatives. No rule or portion thereof disapproved by the committee shall take effect so long as the senate and the house of representatives ratify the act of the joint committee by resolution adopted in each house within thirty legislative days after such rule or portion thereof has been disapproved by the joint committee.

11. Upon adoption of a rule as provided herein, any such rule or portion thereof may be suspended or revoked by the general assembly either by bill or, pursuant to section 8, article IV of the constitution, by concurrent resolution upon recommendation of the joint committee on administrative rules. The committee shall be authorized to hold hearings and make recommendations pursuant to the provisions of section 536.037, RSMo. The secretary of state shall publish in the Missouri Register, as soon as practicable, notice of the suspension or revocation.

(L. 1975 S.B. 108 § 6, A.L. 1981 S.B. 16, A.L. 1985 S.B. 99, A.L. 1993 S.B. 52, A.L. 1995 S.B. 452)

*Revisor's note: This section was amended by both S.B. 3 and S.B. 452 during the 1st Regular Session of the 88th General Assembly, 1995. Due to possible conflict, both versions are printed here.

**Section 335.259 was repealed by S.B. 52 § A, 1993.

THIS SECTION HAS BEEN REPEALED. THERE IS NO LONGER ANY STATUTE DATA ASSOCIATED WITH THIS SECTION NUMBER. SEE THE HEADNOTE PREVIOUSLY LISTED FOR THE YEAR AND THE BILL NUMBER WHICH REPEALED IT.

License, application for—qualifications for, fee—hearing on denial of license.

335.046. 1. An applicant for a license to practice as a registered professional nurse shall submit to the board a written application on forms furnished to the applicant. The original application shall contain the applicant's statements showing the applicant's education and other such pertinent information as the board may require. The applicant shall be of good moral character and have completed at least the high school course of study, or the equivalent thereof as determined by the state board of education, and have successfully completed the basic professional curriculum in an accredited school of nursing. Each application shall contain a statement that it is made under oath or affirmation and that its representations are true and correct to the best knowledge and belief of the person signing same, subject to the penalties of making a false affidavit or declaration. Applicants from non-English-speaking lands shall be required to submit evidence of proficiency in the English language. The applicant must be approved by the board and shall pass an examination as required by the board. The board may require by rule as a requirement for licensure that each applicant shall pass an oral or practical examination. Upon successfully passing the examination, the board may issue to the applicant a license to practice nursing as a registered professional nurse. The applicant for a license to practice registered professional nursing shall pay a license fee in such amount as set by the board. The fee shall be uniform for all applicants.

2. An applicant for license to practice as a licensed practical nurse shall submit to the board a written application on forms furnished to the applicant. The original application shall contain the applicant's statements showing the applicant's education and other such pertinent information as the board may require. Such applicant shall be of good moral character, and have completed at least two years of high school, or its equivalent as

Continued to page 31

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MISSOURI NURSING PRACTICE ACT (Continued from page 30)

established by the state board of education, and have successfully completed a basic prescribed curriculum in a state accredited school of nursing and completed a course approved by the board on the role of the practical nurse. Each application shall contain a statement that it is made under oath or affirmation and that its representations are true and correct to the best knowledge and belief of the person signing same, subject to the penalties of making a false affidavit or declaration. Applicants from non-English-speaking countries shall be required to submit evidence of their proficiency in the English language. The applicant must be approved by the board and shall pass an examination as required by the board. The board may require by rule as a requirement for licensure that each applicant shall pass an oral or practical examination. Upon successfully passing the examination, the board may issue to the applicant a license to practice as a licensed practical nurse. The applicant for a license to practice licensed practical nursing shall pay a fee in such amount as may be set by the board. The fee shall be uniform for all applicants.

3. Upon refusal of the board to allow any applicant to sit for either the registered professional nurses' examination or the licensed practical nurses' examination, as the case may be, the board shall comply with the provisions of section 621.120, RSMo, and advise the applicant of his right to have a hearing before the administrative hearing commission. The administrative hearing commission shall hear complaints taken pursuant to section 621.120, RSMo.

4. The board shall not deny a license because of sex, religion, race, ethnic origin, age or political affiliation.

(L. 1975 S.B. 108 § 8, A.L. 1981 S.B. 16, A.L. 1995 S.B. 452)

Reciprocity—license without examination, temporary license, when.

335.051. 1. The board shall issue a license to practice nursing as either a registered professional nurse or a licensed practical nurse without examination to an applicant who has duly become licensed as a registered nurse or licensed practical nurse under the laws of another state, territory, or foreign country if the applicant meets the qualifications required of registered nurses or licensed practical nurses in this state at the time the applicant was originally licensed in the other state, territory, or foreign country.

2. Upon application, the board shall issue a temporary permit to an applicant under subsection 1 of this section for a license as either a registered professional nurse or a licensed practical nurse who has made a prima facie showing that he meets all of the requirements for such a license. The temporary permit shall be effective only until the board shall have had the opportunity to investigate his qualifications for licensure under subsection 1 of this section and to notify the applicant that his application for a license has been either granted or rejected. In no event shall such temporary permit be in effect for more than twelve months after the date of its issuance nor shall a permit be reissued to the same applicant. No fee shall be charged for such temporary permit. The holder of a temporary permit which has not expired, or been suspended or revoked, shall be deemed to be the holder of a license issued pursuant to section 335.046 until such temporary permit expires, is terminated or is suspended or revoked.

(L. 1975 S.B. 108 § 9, A.L. 1981 S.B. 16)

Renewal of license, when due, fee—unlicensed practice prohibited.

335.056. The license of every person licensed under the provisions of sections 335.011 to 335.096 shall be renewed as provided. An application for renewal of license shall be mailed to every person to whom a license was issued or renewed during the current licensing period. The applicant shall complete the application and return it to the board by the renewal date with a renewal fee in an amount to be set by the board. The fee shall be uniform for all applicants. The certificates of renewal shall render the holder thereof a legal practitioner of nursing for the period stated in the certificate of renewal. Any person who practices nursing as a registered professional nurse or as a licensed practical nurse during the time his license has lapsed shall be considered an illegal practitioner and shall be subject to the penalties provided for violation of the provisions of sections 335.011 to 335.096.

(L. 1975 S.B. 108 § 10, A.L. 1981 S.B. 16)

Reinstatement of license, when—inactive status, board may provide for.

335.061. Any licensee who allows his license to lapse by failing to renew the license as provided in sections 335.011 to 335.096 shall as provided by rule be reinstated upon satisfactory explanation of such failure to renew his license. The board may by rule and regulation provide for an inactive license status. In the event the board shall refuse to renew the license under one of the provisions of this section, the individual may appeal to the administrative hearing commission pursuant to the provisions of section 621.120, RSMo.

(L. 1975 S.B. 108 § 11, A.L. 1981 S.B. 16)

Denial, revocation, or suspension of license, grounds for, civil immunity for providing information.

335.066. 1. The board may refuse to issue any certificate of registration or authority, permit or license required pursuant to sections 335.011 to 335.096 for one or any combination of causes stated in subsection 2 of this section. The board shall notify the applicant in writing of the reasons for the refusal and shall advise the applicant of his right to file a complaint with the administrative hearing commission as provided by chapter 621, RSMo.

2. The board may cause a complaint to be filed with the administrative hearing commission as provided by chapter 621, RSMo, against any holder of any certificate of registration or authority, permit or license required by sections 335.011 to 335.096 or any person who has failed to renew or has surrendered his certificate of registration or authority, permit or license for any one or any combination of the following causes:

(1) Use or unlawful possession of any controlled substance, as defined in chapter 195, RSMo, or alcoholic beverage to an extent that such use impairs a person's ability to perform the work of any profession licensed or regulated by sections 335.011 to 335.096;

(2) The person has been finally adjudicated and found guilty, or entered a plea of guilty or nolo contendere, in a criminal prosecution under the laws of any state or of the United States, for any offense reasonably related to the qualifications, functions or duties of any profession licensed or regulated under sections 335.011 to 335.096, for any offense an essential element of which is fraud, dishonesty or an act of violence, or for any offense involving moral turpitude, whether or not sentence is imposed;

(3) Use of fraud, deception, misrepresentation or bribery in securing any certificate of registration or authority, permit or license issued pursuant to sections 335.011 to 335.096 or in obtaining permission to take any examination given or required pursuant to sections 335.011 to 335.096;

(4) Obtaining or attempting to obtain any fee, charge, tuition or other compensation by fraud, deception or misrepresentation;

(5) Incompetency, misconduct, gross negligence, fraud, misrepresentation or dishonesty in the performance of the functions or duties of any profession licensed or regulated by sections 335.011 to 335.096;

(6) Violation of, or assisting or enabling any person to violate, any provision of sections 335.011 to 335.096, or of any lawful rule or regulation adopted pursuant to sections 335.011 to 335.096;

(7) Impersonation of any person holding a certificate of registration or authority, permit or license or allowing any person to use his or her certificate of registration or authority, permit, license or diploma from any school;

(8) Disciplinary action against the holder of a license or other right to practice any profession regulated by sections 335.011 to 335.096 granted by another state, territory, federal agency or country upon grounds for which revocation or suspension is authorized in this state;

(9) A person is finally adjudged insane or incompetent by a court of competent jurisdiction;

(10) Assisting or enabling any person to practice or offer to practice any profession licensed or regulated by sections 335.011 to 335.096 who is not registered and currently eligible to practice under sections 335.011 to 335.096;

(11) Issuance of a certificate of registration or authority, permit or license based upon a material mistake of fact;

(12) Violation of any professional trust or confidence;

(13) Use of any advertisement or solicitation which is false, misleading or deceptive to the general public or persons to whom the advertisement or solicitation is primarily directed;

(14) Violation of the drug laws or rules and regulations of this state, any other state or the federal government.

3. After the filing of such complaint, the proceedings shall be conducted in accordance with the provisions of chapter 621, RSMo. Upon a

Continued to page 32

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MISSOURI NURSING PRACTICE ACT (Continued from page 31)

finding by the administrative hearing commission that the grounds, provided in subsection 2 of this section, for disciplinary action are met, the board may, singly or in combination, censure or place the person named in the complaint on probation on such terms and conditions as the board deems appropriate for a period not to exceed five years, or may suspend, for a period not to exceed three years, or revoke the license, certificate, or permit.

4. An individual whose license has been revoked shall wait one year from the date of revocation to apply for relicensure. Relicensure shall be at the discretion of the board after compliance with all the requirements of sections 335.011 to 335.096 relative to the licensing of an applicant for the first time.

5. The board may notify the proper licensing authority of any other state in which the person whose license was suspended or revoked was also licensed of the suspension or revocation.

6. Any person, organization, association or corporation who reports or provides information to the board of nursing pursuant to the provisions of sections 335.011 to 335.259* and who does so in good faith shall not be subject to an action for civil damages as a result thereof.

(L. 1975 S.B. 108 § 12, A.L. 1981 S.B. 16, A.L. 1995 S.B. 452)

*Section 335.259 was repealed by S.B. 52 § A, 1993.

Nursing schools, standards for accreditation, fees—noncompliance, effect of.

335.071. 1. Any institution desiring to conduct an accredited educational program of professional nursing or of practical nursing shall apply to the board and submit evidence that it is prepared to meet standards established by this law and the board.

2. The board, through its executive officer or other authorized representatives, shall initially survey a nursing education program. A written report of the survey shall be submitted to the board. If the board determines that the requirements for an accredited nursing education program are met, such program shall be accredited as a nursing education program for professional or for practical nurses upon payment of a fee in an amount to be set by the board.

3. The board, through its executive officer or other authorized representatives, shall periodically survey all nursing education programs in the state. Written reports of such surveys shall be submitted to the board. If the board determines that any accredited nursing education program is not maintaining the standards required by sections 335.011 to 335.096 and by the board, notice thereof in writing specifying the defect or defects shall be immediately given to the institution conducting the program. A program which fails to correct these conditions to the satisfaction of the board within a reasonable time shall, after notice and hearing, be removed from the board's listing of accredited programs. All hearings shall be conducted in accordance with chapter 621, RSMo.

4. All such accredited programs shall pay an annual registration fee in an amount to be determined by the board.

(L. 1975 S.B. 108 § 13, A.L. 1981 S.B. 16)

Titles, R.N. and L.P.N., who may use.

335.076. 1. Any person who holds a license to practice professional nursing in this state may use the title "Registered Professional Nurse" and the abbreviation "R.N.". No other person may use the title "Registered Professional Nurse" or the abbreviation "R.N.". No other person shall assume any title or use any abbreviation or any other words, letters, signs, or devices to indicate that the person using the same is a registered professional nurse.

2. Any person who holds a license to practice practical nursing in this state may use the title "Licensed Practical Nurse" and the abbreviation "L.P.N.". No other person may use the title "Licensed Practical Nurse" or the abbreviation "L.P.N.". No other person shall assume any title or use any abbreviation or any other words, letters, signs, or devices to indicate that the person using the same is a licensed practical nurse.

3. No person shall practice or offer to practice professional nursing or practical nursing in this state for compensation or use any title, sign, abbreviation, card, or device to indicate that such person is a practicing professional nurse or practical nurse unless he has been duly licensed under the provisions of sections 335.011 to 335.096.

(L. 1975 S.B. 108 § 14)

Effective 1-21-76

Exempted practices and practitioners.

335.081. So long as the person involved does not represent or hold himself out as a nurse licensed to practice in this state, no provision of sections 335.011 to 335.096 shall be construed as prohibiting:

(1) The practice of any profession for which a license is required and issued under the laws of this state by a person duly licensed to practice that profession;

(2) The services rendered by technicians, nurses' aides or their equivalent trained and employed in public or private hospitals and licensed long-term care facilities except the services rendered in licensed long-term care facilities shall be limited to administering medication, excluding injectables other than insulin;

(3) The providing of nursing care by friends or members of the family of the person receiving such care;

(4) The incidental care of the sick, aged, or infirm by domestic servants or persons primarily employed as housekeepers;

(5) The furnishing of nursing assistance in the case of an emergency situation;

(6) The practice of nursing under proper supervision as a part of the course of study by students enrolled in accredited schools of professional nursing or in schools of practical nursing or by graduates of such schools or courses pending the results of the first licensing examination scheduled at a time specified by the board, by rule, following completion of the course of study; provided, however, a graduate nurse who is prevented from attending the first licensing examination scheduled by the board following graduation by reason of active duty in the military may practice as a graduate nurse pending the results of the first licensing examination scheduled by the board following the release of such graduate nurse from active military duty or pending the results of the first licensing examination taken by the graduate nurse while involved in active military service whichever comes first;

(7) The practice of nursing in this state by any legally qualified nurse duly licensed to practice in another state whose engagement requires him to accompany and care for a patient temporarily residing in this state for a period not to exceed six months;

Continued to page 33

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MISSOURI NURSING PRACTICE ACT (Continued from page 32)

(8) The practice of any legally qualified nurse who is employed by the government of the United States or any bureau, division or agency thereof, while in the discharge of his official duties or to the practice of any legally qualified nurse serving in the armed forces of the United States while stationed within this state;

(9) Nonmedical nursing care of the sick with or without compensation when done in connection with the practice of the religious tenets of any church by adherents thereof, as long as they do not engage in the practice of nursing as defined in sections 335.011 to 335.096.

(L. 1975 S.B. 108 § 15, A.L. 1982 S.B. 842, A.L. 1991 S.B. 358, A.L. 1995 S.B. 452)

Use of fraudulent credentials prohibited.

335.086. No person, firm, corporation or association shall:

(1) Sell or attempt to sell or fraudulently obtain or furnish or attempt to furnish any nursing diploma, license, renewal or record or aid or abet therein;

(2) Practice professional or practical nursing as defined by sections 335.011 to 335.096 under cover of any diploma, license, or record illegally or fraudulently obtained or signed or issued unlawfully or under fraudulent representation;

(3) Practice professional nursing or practical nursing as defined by sections 335.011 to 335.096 unless duly licensed to do so under the provisions of sections 335.011 to 335.096;

(4) Use in connection with his name any designation tending to imply that he is a licensed registered professional nurse or a licensed practical nurse unless duly licensed so to practice under the provisions of sections 335.011 to 335.096;

(5) Practice professional nursing or practical nursing during the time his license issued under the provisions of sections 335.011 to 335.096 shall be suspended or revoked; or

(6) Conduct a nursing education program for the preparation of professional or practical nurses unless the program has been accredited by the board.

(L. 1975 S.B. 108 § 16)

Effective 1-21-76

Penalty for violation.

335.096. Any person who violates any of the provisions of sections 335.011 to 335.096 is guilty of a class A misdemeanor and, upon conviction, shall be punished as provided by law.

(L. 1975 S.B. 108 § 18, A.L. 1981 S.B. 16)

Nurse training incentive fund—definitions.

335.200. As used in sections 335.200 to 335.209, the following terms mean:

(1) "Board," the Missouri coordinating board for higher education;

(2) "Eligible nursing program," a nursing education program accredited under this chapter;

(3) "Fund," the nurse training incentive fund, established in section 335.203;

(4) "Incentive grant," a grant awarded to a nurse education program under the guidelines set forth in sections 335.203 to 335.209;

(5) "Nontraditional student," a person admitted to an eligible nursing program that is older than twenty-two years of age at the time he is admitted to the nursing program;

(6) "Nurse," a person holding a license as a registered nurse, pursuant to this chapter; and

(7) "Professional nursing education program," a program of education accredited by the state board of nursing, pursuant to this chapter, designed to prepare persons for licensure as registered professional nurses with an enrollment of no less than sixty-five percent of the enrollment approved by the state board of nursing.

(L. 1990 H.B. 1429 § 1)

Nurse training incentive fund established—administration.

335.203. The "Nurse Training Incentive Fund" is hereby established in the state treasury. The fund shall be administered by the coordinating board for higher education. The board shall base its appropriation request on enrollment, graduation and licensure figures for the previous year. The board may accept funds from private, federal and other sources for the purposes of sections 335.200 to 335.209. All appropriations, private donations, and other funds provided to the board for the implementation of sections 335.200 to 335.209 shall be placed in the nurse training incentive fund. Notwithstanding the provisions of section 33.080, RSMo, to the contrary, funds in the nurse training incentive fund shall not revert to the general revenue fund. Interest accruing to the fund shall be part of the fund. Grants provided pursuant to section 335.206 shall be made within the amounts appropriated therefor.

(L. 1990 H.B. 1429 § 2)

Nurse training incentive fund—grants—amounts.

335.206. 1. The nurse training incentive fund shall, upon appropriation, be used to provide incentive grants to eligible nursing programs which increase enrollment. Grants shall not be awarded to classes begun on or after July 1, 1996.

2. Grants shall be awarded to eligible nursing programs which increase enrollment pursuant to subsection 3 of this section. Eligible programs receiving grants provided under sections 335.200 to 335.209 shall monitor the enrollment of nontraditional students in their program and shall annually report to the board the number of nontraditional students enrolled therein. It shall be the intent of sections 335.200 to 335.209 to encourage the enrollment and graduation of nontraditional students in nursing education programs.

3. Incentive grants shall be awarded to professional nurse education programs, as follows:

(1) A grant of eight thousand dollars for each entering class of ten students by which the program increases its enrollment over the number of entering students admitted in the fall of 1989; and

(2) A grant of four hundred dollars for each student from each entering class cited in subdivision (1) of this section by which the program increases its number of graduates over the number of students graduated in the preceding year; or

(3) Beginning with the first graduating class of the classes which enter and are enrolled after August 28, 1990, a grant of four hundred dollars for each student by which the program increases its number of graduates over the number of graduates of the preceding year, if the program is not otherwise qualified to receive the grant provided pursuant to subdivision (1) of this section.

(L. 1990 H.B. 1429 § 3)

Administrative rules—procedure.

335.209. No rule or portion of a rule promulgated under the authority of sections 335.200 to 335.209 shall become effective unless it has been promulgated pursuant to the provisions of section 536.024, RSMo.

(L. 1990 H.B. 1429 § 4, A.L. 1993 S.B. 52, A.L. 1995 S.B. 3)

Continued to page 34



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LAWRENCE MEMORIAL HOSPITAL
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MISSOURI NURSING PRACTICE ACT (Continued from page 33)

Nursing student loan program—definitions.

335.212. As used in sections 335.212 to 335.242, the following terms mean:

(1) "Board," the Missouri state board of nursing;

(2) "Department," the Missouri department of health;

(3) "Director," director of the Missouri department of health;

(4) "Eligible student," a resident who has made application to be a full-time student in a formal course of instruction leading to an associate degree, a diploma, a bachelor of science, or a master of science in nursing or leading to the completion of educational requirements for a licensed practical nurse;

(5) "Participating school," an institution within this state which is approved by the board for participation in the professional and practical nursing student loan program established by sections 335.212 to 335.242, having a nursing department and offering a course of instruction based on nursing theory and clinical nursing experience;

(6) "Qualified applicant," an eligible student approved by the board for participation in the professional and practical nursing student loan program established by sections 335.212 to 335.242;

(7) "Qualified employment," employment on a full-time basis in Missouri in a position requiring licensure as a licensed practical nurse or registered professional nurse in any public or nonprofit agency, institution, or organization located in an area of need as determined by the department of health. Any forgiveness of such principal and interest for any qualified applicant engaged in qualified employment on a less than full-time basis may be prorated to reflect the amounts provided in this section;

(8) "Resident," any person who has lived in this state for one or more years for any purpose other than the attending of an educational institution located within this state.

(L. 1990 H.B. 1429 § 5)

Department of health to administer programs—advisory panel—members— rules, procedure.

335.215. 1. The department of health shall be the administrative agency for the implementation of the professional and practical nursing student loan program established under sections 335.212 to 335.242, and the nursing student loan repayment program established under sections 335.245 to 335.259*.

2. An advisory panel of nurses shall be appointed by the director. It shall be composed of not more than eleven members representing practical, associate degree, diploma, baccalaureate and graduate nursing education, community health, primary care, hospital, long-term care, a consumer, and the Missouri state board of nursing. The panel shall make recommendations to the director on the content of any rules, regulations or guidelines prior to their promulgation. The panel may make recommendations to the director regarding fund allocations for loans and loan repayment based on current nursing shortage needs.

3. The department of health shall promulgate reasonable rules and regulations for the exercise of its function pursuant to sections 335.212 to 335.259*. It shall prescribe the form, the time and method of filing applications and supervise the proceedings thereof. No rule or portion of a rule promulgated under the authority of sections 335.212 to 335.257 shall become effective unless it has been promulgated pursuant to the provisions of section 536.024, RSMo.

4. Ninety-five percent of funds loaned pursuant to sections 335.212 to 335.242 shall be loaned to qualified applicants who are enrolled in professional nursing programs in participating schools and five percent of the funds loaned pursuant to sections 335.212 to 335.242 shall be loaned to qualified applicants who are enrolled in practical nursing programs. Priority shall be given to eligible students who have established financial need. All loan repayment funds pursuant to sections 335.245 to 335.259* shall be used to reimburse successful associate, diploma, baccalaureate or graduate professional nurse applicants' educational loans who agree to serve in areas of defined need as determined by the department.

(L. 1990 H.B. 1429 § 6, A.L. 1993 S.B. 52, A.L. 1995 S.B. 3)

*Section 335.259 was repealed by S.B. 52 § A, 1993.

Nurse loan repayment fund established—administration.

335.218. There is hereby established the "Professional and Practical Nursing Student Loan and Nurse Loan Repayment Fund." All fees pursuant to section 335.221, general revenue appropriations to the student loan or loan repayment program, voluntary contributions to support or match the student loan and loan repayment program activities, funds collected from repayment and penalties, and funds received from the federal government shall be deposited in the state treasury and be placed to the credit of the professional and practical nursing student loan and nurse loan repayment fund. The fund shall be managed by the department of health and all administrative costs and expenses incurred as a result of the effectuation of sections 335.212 to 335.259 shall be paid from this fund.

(L. 1990 H.B. 1429 § 7)

Education surcharge, amount, deposit in nursing student loan and nurse loan repayment fund.

335.221. The board, in addition to any other duties it may have regarding licensure of nurses, shall collect, at the time of licensure or licensure renewal, an education surcharge from each person licensed or relicensed pursuant to sections 335.011 to 335.096, in the amount of one dollar per year for practical nurses and five dollars per year for professional nurses. These funds shall be deposited in the professional and practical nursing student loan and nurse loan repayment fund. All expenditures authorized by sections 335.212 to 335.259* shall be paid from funds appropriated by the general assembly from the professional and practical nursing student loan and nurse loan repayment fund. The provisions of section 33.080, RSMo, to the contrary notwithstanding, money in this fund shall not be transferred and placed to the credit of general revenue.

(L. 1990 H.B. 1429 § 8, A.L. 1995 S.B. 452)

Contracts for repayment of loans.

335.224. The department of health shall enter into a contract with each qualified applicant receiving financial assistance under the provisions of sections 335.212 to 335.242 for repayment of the principal and interest.

(L. 1990 H.B. 1429 § 9, A.L. 1995 S.B. 452)

Effective 6-13-95

Eligibility for loan.

335.227. An eligible student may apply to the department for financial assistance under the provisions of sections 335.212 to 335.242 if, at the time of his application for a loan, the eligible student has formally applied for acceptance at a participating school. Receipt of financial assistance is contingent upon acceptance and continued enrollment at a participating school.

(L. 1990 H.B. 1429 § 10)

Continued to page 35

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MISSOURI NURSING PRACTICE ACT (Continued from page 34)

Financial assistance, amount.

335.230. Financial assistance to any qualified applicant shall not exceed five thousand dollars for each academic year for a professional nursing program and shall not exceed two thousand five hundred dollars for each academic year for a practical nursing program. All financial assistance shall be made from funds credited to the professional and practical nursing student loan and nurse loan repayment fund. A qualified applicant may receive financial assistance for each academic year he remains a student in good standing at a participating school.

(L. 1990 H.B. 1429 § 11)

Schedule for repayment of loan—interest, amount.

335.233. The department shall establish schedules for repayment of the principal and interest on any financial assistance made under the provisions of sections 335.212 to 335.242. Interest at the rate of nine and one-half percent per annum shall be charged on all financial assistance made under the provisions of sections 335.212 to 335.242, but twenty-five percent of the interest and principal of the total financial assistance granted to a qualified applicant at the time of the successful completion of a nursing degree, diploma program or a practical nursing program shall be forgiven for each year of qualified employment.

(L. 1990 H.B. 1429 § 12)

Repayment of loan—when.

335.236. The financial assistance recipient shall repay the financial assistance principal and interest beginning not more than six months after completion of the degree for which the financial assistance was made in accordance with the repayment contract. If an eligible student ceases his study prior to successful completion of a degree or graduation at a participating school, interest at the rate specified in section 335.233 shall be charged on the amount of financial assistance received from the state under the provisions of sections 335.212 to 335.242, and repayment, in accordance with the repayment contract, shall begin within ninety days of the date the financial aid recipient ceased to be an eligible student. All funds repaid by recipients of financial assistance to the department shall be deposited in the professional and practical nursing student loan and nurse loan repayment fund for use pursuant to sections 335.212 to 335.259.

(L. 1990 H.B. 1429 § 13)

Deferral of repayment of loans—when.

335.239. The department shall grant a deferral of interest and principal payments to a financial assistance recipient who is pursuing an advanced degree, special nursing program, or upon special conditions established by the department. The deferral shall not exceed four years. The status of each deferral shall be reviewed annually by the department of health to ensure compliance with the intent of this section.

(L. 1990 H.B. 1429 § 14)

Action to recover loans due.

335.242. When necessary to protect the interest of the state in any financial assistance transaction under sections 335.212 to 335.259, the department of health may institute any action to recover any amount due.

(L. 1990 H.B. 1429 § 15)

Definitions—nurses student loan repayment program.

335.245. As used in sections 335.245 to 335.259, the following terms mean:

(1) "Department," the Missouri department of health;

(2) "Eligible applicant," a Missouri licensed nurse who has attained either an associate degree, a diploma, a bachelor of science, or graduate degree in nursing from an accredited institution approved by the board of nursing or a student nurse in the final year of a full-time baccalaureate school of nursing leading to a baccalaureate degree or graduate nursing program leading to a master's degree in nursing and has agreed to serve in an area of defined need as established by the department;

(3) "Participating school," an institution within this state which grants an associate degree in nursing, grants a bachelor or master of science degree in nursing or provides a diploma nursing program which is accredited by the state board of nursing, or a regionally accredited institution in this state which provides a bachelor of science completion program for registered professional nurses;

(4) "Qualified employment," employment on a full-time basis in Missouri in a position requiring licensure as a licensed practical nurse or registered professional nurse in any public or nonprofit agency, institution, or organization located in an area of need as determined by the department of health. Any forgiveness of such principal and interest for any qualified applicant engaged in qualified employment on a less than full-time basis may be prorated to reflect the amounts provided in this section.

(L. 1990 H.B. 1429 § 16)

Department of health to administer program—rules and regulations.

335.248. Sections 335.245 to 335.259 shall be known as the "Nursing Student Loan Repayment Program." The department of health shall be the administrative agency for the implementation of the authority established by sections 335.245 to 335.259. The department shall promulgate reasonable rules and regulations necessary to implement sections 335.245 to 335.259. Promulgated rules shall include, but not be limited to, applicant eligibility, selection criteria, prioritization of service obligation sites and the content of loan repayment contracts, including repayment schedules for those in default and penalties. The department shall promulgate rules regarding recruitment opportunities for minority students into nursing schools. Priority for student loan repayment shall be given to eligible applicants who have demonstrated financial need. All funds collected by the department from participants not meeting their contractual obligations to the state shall be deposited in the professional and practical nursing student loan and nurse loan repayment fund for use pursuant to sections 335.212 to 335.259.

(L. 1990 H.B. 1429 § 17)

Loan repayment contract—qualified employment—recovery of amounts due.

335.251. Upon proper verification to the department by the eligible applicant of securing qualified employment in this state, the department shall enter into a loan repayment contract with the eligible applicant to repay the interest and principal on the educational loans of the applicant to the limit of the contract, which contract shall provide for instances of less than full-time qualified employment consistent with the provisions of section 335.233, out of any appropriation made to the professional and practical nursing student loan and nurse loan repayment fund. If the applicant breaches the contract by failing to begin or complete the qualified employment, the department is entitled to recover the total of the loan repayment paid by the department plus interest on the repaid amount at the rate of nine and one-half percent per annum.

(L. 1990 H.B. 1429 § 18)

Law not to require certain contracts.

335.254. Sections 335.212 to 335.259 shall not be construed to require the department to enter into contracts with individuals who qualify for nursing education loans or nursing loan repayment programs when federal, state and local funds are not available for such purposes.

(L. 1990 H.B. 1429 § 19)

Verification of qualified employment.

335.257. Successful applicants for whom loan payments are made under the provisions of sections 335.245 to 335.259 shall verify to the department twice each year, in June and in December, in the manner prescribed by the department that qualified employment in this state is being maintained.

(L. 1990 H.B. 1429 § 20)

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